The Society of the
Plastics Industry, Inc.

SPI

LaborSurvey

Forty Sixth Edition (1984)

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Plastics Processing Companies

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Sponsored by the Financial Management Committee of SPI

1984

ANNUAL LABOR SURVEY

Plastics Processing Companies

FINANCIAL MANAGEMENT COMMITTEE
THE SOCIETY OF THE PLASTICS INDUSTRY, INC.
355 LEXINGTON AVENUE, NEW YORK, N.Y. 10017

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HIGHLIGHTS OF THE SURVEY

The forty-sixth Labor Survey summarizes the information submitted by 275 companies in 35 states. The companies employed approximately 25,400 workers as of September 30, 1984, the effective date of the survey. A classification of Companies by region and state is shown below.

Region	State	Number of Firms
1	Connecticut	6
	Maine	1
	Massachusetts	5
	New Hampshire	1
	Vermont	4
	Total	17
2	New Jersey (N.Y. area)	1
	New York (Metro)	4
	Total	5
3	Delaware	2
	Maryland	2
	New Jersey	10
	New York (Upstate)	7
	Pennsylvania	12
	Total	33
4	Florida	3
	Georgia	3
	Kentucky	1
	North Carolina	8
	South Carolina	3
	Tennessee	4
	Virginia	4
	Total	26
5 & 6	Illinois (Excl.Chicago)	7
	Indiana	14
	Michigan	24
	Ohio Cincinnati Dayton)	6
	Ohio	31
	Wisconsin	14
	Total	96
7	Illinois (Chicago area)	14
	Total	14
8	Iowa	1
	Minnesota	13
	Missouri	7
	Nebraska	4
	Total	25
9	Louisiana	2
	Oklahoma	1
	Texas	15
	Total	18
10	Arizona	1
	Colorado	1
	Total	2
11	Oregon	5
	Washington	5
	Total	10
12	Northern California	4
	Total	4
13	Southern California	24
	Total	24
	Hawaii	1
	Grand Total	**275**

Some of the interesting features of the survey are summarized below:

1. The index number series of wages in the plastics industry since 1968 follows:

Effective Date	Index of Wages (1968 = 100)
August 31, 1968	100.0
September 30, 1969	106.0
July 31, 1970	113.6
December 31, 1971	125.0
None - 1972	No Survey
June 30, 1973	131.3
October 1, 1974	145.5
October 31, 1975	166.3
September 30, 1976	176.1
September 30, 1977	196.5
September 30, 1978	204.1
September 30, 1979	215.6
September 30, 1980	228.5
September 30, 1981	244.5
September 30, 1982	262.3
September 30, 1983	272.8
September 30, 1984	279.4

2. Average straight-time hourly earnings increased for 45 of the 56 jobs that were reported in the 1983 report. The increases were distributed as follows:

Increases in Hourly Wages
Less than 5%-28
5-9%-12
10-14.9%- 2
15-19.9%- 2
20% & Over- 1
Total-45

There was a decrease in ten jobs largely attributable to the change in firms reporting. The wages for one job remained unchanged.

3. The average rate of turnover rose for the first time in three years to 12.1 percent from 11.2 percent in 1983.

4. Fringe benefits as a percentage of hourly wage rates continues to increase from 38.4 percent in 1983 to 40.2 percent.

5. The average monthly wage of salaried employees increased for 12 positions as follows:

Increases in Salaries Wages
Less than 5%-10
5-9.9%- 1
10-14.9%- 1
Total-12

The salary for one job decreased.

6. For salaried employees, the proportion of firms offering Christmas bonuses and other incentive plans continued to decrease. Bonuses were paid by 34.1 percent of reporting firms compared to 35.0 percent in 1983. Over the same period profit-sharing decreased to 48.6 percent from 50.7 percent.

For hourly employees, the proportion of firms giving Christmas bonuses increased to 40.6 percent from 36.9 percent in 1983, reversing the decline between 1982 and 1983.

7. The proportion of unionized firms rose to 32.9 percent from 29.2 percent in 1983, continuing the 1982 to 1983 increase after several years of decline. Among firms with union contracts, 25.3 percent had a cost-of-living clause compared to 16.7 percent in 1983.

8. Dental plans and pension plans were the fringe benefits showing the largest proportional increases. The dental plan proportion rose to 37.6 percent from 31.9 percent in 1983. Pension plans rose to 54.0 percent from 49.5 percent.

9. There was an increase in the proportion of firms paying for a lunch period, rising to 55.8 percent from 53.1 percent in 1983, reversing the decline from 1982 to 1983.

10. The proportion of firms allowing for more than four weeks vacation continued to decrease for a second year declining to 16.2 percent from 17.8 percent in 1983.

The study was prepared under direction of the SPI Financial Management Committee. Dr. Ernest Kurnow of New York University compiled the statistical information and prepared the report for publication.

About the Financial Management Committee

The Financial Management Committee is comprised of executives from raw materials and plastics processing firms located throughout the United States. Each representative has an extensive background in manufacturing, finance, credit or accounting. The group meets regularly during the year to discuss industry problems and monitor the various survey programs.

At present, the Committee conducts annual and biennial surveys among the Society's plastic processing companies. In addition to this Labor Survey, they sponsor a Financial and Operating Ratios Survey and a Salary Survey.

Besides the survey work, this group also sponsors workshops, conducts seminars and runs conferences for other Operating Units of the Society.

The Committee recently completed a major project, the development of a four-volume "Financial Management Manual For Plastics Processors." Volume I covers Manufacturing Cost control; Volume II pertains to Cost Estimating & Pricing; Volume III has to do with Planning (Budgeting, Cash Management, Capital Investment, etc.); and Volume IV refers to Materials Management. The Manual is available for sale through the Society.

For more information on how to become an active member of this important Committee, write to the Staff Director, Financial Management Committee, The Society of the Plastics Industry, 355 Lexington Avenue, New York, N.Y. 10017.

PLANT STATISTICS

REGION	COMPANIES REPORTING	TOTAL EMPLOYEES	PLANT SIZE BY EMPLOYEES							HOURS WORKED PER WEEK		
			1 to 49	50 to 99	100 to 199	200 to 299	300 to 399	400 to 499	500 and over	Low	Avg.	High
1	17	1,322	5	8	4	-	-	-	-	40	12.0	168
2 & 3	38	2,918	19	11	3	4	1	-	-	40	12.0	168
4	26	2,038	16	3	5	-	2	-	-	40	12.0	168
5 & 6	96	12,385	30	29	20	10	2	2	3	8	12.0	168
7	14	1,169	5	6	2	1	-	-	-	50	12.0	120
8	25	2,115	10	10	2	3	-	-	-	60	12.0	168
9 & 10	20	1,260	13	5	1	-	-	1	-	40	12.0	168
11 & 12	14	828	7	6	-	1	-	-	-	40	12.0	168
13	24	1,390	12	8	4	-	-	-	-	40	12.0	168
Total	274	25,425	117	86	41	19	5	3	3	8	12.0	168
1983	285	27,216	141	69	45	14	7	2	5	16	12.0	168

UNION STATISTICS

REGION	UNIONIZED			LENGTH OF CONTRACT									WAGE REOPENER CLAUSE			MONTH OF CONTRACT EXPIRATION												YEAR OF CONTRACT EXPIRATION						COST OF LIVING INCREASES			BASED ON CHANGES IN CONSUMER PRICE INDEX											
																																						MAXIMUM INCREASE PER HOUR								NO MAX INCREASE	N.A.
	Yes	No	N.A.	1 Year	2 Years	2.5 Years	33 Mos.	3 Years	39 Mos.	3.5 Years	4 Years	N.A.	Yes	No	N.A.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	N.A.	1984	1985	1986	1987	1988	N.A.	Yes	No	N.A.	.08	.10	.15	.16	.25	.30	.50	1.08		
1	3	13	1	-	-	-	-	2	-	1	-	-	-	3	-	-	1	-	1	1	-	-	-	-	-	-	-	-	1	-	2	-	-	-	3	-	-	-	-	-	-	-	-	-	-
2 & 3	20	16	2	1	7	-	-	8	1	-	3	-	1	19	-	1	-	1	3	2	4	1	-	2	3	1	1	1	5	7	4	3	1	-	4	16	-	-	-	-	-	-	-	-	3	1
4	1	22	3	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
5 & 6	38	52	6	-	3	-	1	25	1	-	2	1	3	34	1	1	2	3	5	-	4	3	3	2	6	5	3	1	5	11	17	4	-	1	14	24	-	2	2	-	1	1	1	1	-	3	3
7	6	8	-	-	-	-	-	6	-	-	-	-	-	6	-	-	3	1	-	-	-	2	-	-	-	-	-	-	1	3	-	2	-	-	-	6	-	-	-	-	-	-	-	-	-	-
8	10	14	1	1	1	1	-	7	-	-	-	-	1	9	-	-	2	1	3	1	-	-	-	-	-	3	-	-	1	2	2	5	-	-	1	9	-	-	-	-	-	-	-	-	1	-	-
9 & 10	3	16	1	-	-	-	-	3	-	-	-	-	-	3	-	-	-	-	2	-	-	-	-	-	-	1	-	-	1	-	2	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-
11 & 12	1	12	1	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-
13	3	20	1	1	-	-	-	2	-	-	-	-	1	2	-	-	-	1	-	-	-	1	-	1	-	-	-	-	-	1	1	1	-	-	-	3	-	-	-	-	-	-	-	-	-	-
Total	85	173	16	3	16	1	1	55	2	1	5	1	6	78	1	2	8	7	14	5	8	7	3	5	10	10	4	2	13	26	26	18	1	1	19	66	-	2	2	-	1	1	1	1	1	6	4
1983	79	191	15	6	13	-	-	55	1	1	2	1	11	67	2	-	6	6	12	5	8	7	6	5	8	9	7	1	28	25	15	1	-	-	13	65	2	-	3	2	-	-	1	1	-	5	1

UNIONS REPRESENTING WORKERS IN THE PLASTICS PROCESSING INDUSTRY

NAME OF UNION	REGION									
	1	2 & 3	4	5 & 6	7	8	9 & 10	11 & 12	13	Total
A.F.L. - C.I.O.	-	-	-	1	-	-	-	-	-	1
Allied Production Workers	-	-	-	-	1	-	-	-	-	1
Aluminum, Brick & Glass Workers	-	-	-	-	-	1	-	-	-	1
Amalgamated Clothing & Textile Workers	2	1	-	1	-	-	-	-	-	4
Amalgamated Retail, Wholesale & Department Store Workers	-	-	-	1	-	-	-	-	-	1
Electronic, Electrical, Technical, Salaried Machine Workers	-	-	-	1	-	-	-	-	-	1
General Industrial Liquor Workers	-	-	-	-	1	-	-	-	-	1
Int'l Allied Products & Novelty Workers	-	-	-	-	1	-	-	-	-	1
Int'l Assn. of Machinists & Aerospace Workers	1	1	-	2	-	3	-	1	-	8
Int'l Brotherhood of Electrical Workers	-	1	-	1	-	2	-	-	-	4
Int'l Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers	-	1	1	3	-	1	2	-	1	9
Int'l Chemical Workers	-	1	-	1	-	-	-	-	-	2
Int'l Ladies Garment Workers	-	1	-	-	-	-	-	-	-	1
Int'l Molders & Allied Workers	-	-	-	1	-	-	-	-	-	1
Int'l Printing & Graphic Communication	-	-	-	-	-	1	-	-	-	1
Luggage & Handbag Workers	-	1	-	-	-	-	-	-	-	-

UNIONS REPRESENTING WORKERS IN THE PLASTICS PROCESSING INDUSTRY (Cont'd)

NAME OF UNION	REGION									
	1	2 & 3	4	5 & 6	7	8	9 & 10	11 & 12	13	Total
MESA	-	-	-	1	-	-	-	-	-	1
Oil, Chemical & Atomic Workers	-	-	-	4	-	-	-	-	-	4
Plastic Workers Union	-	-	-	-	2	-	-	-	-	2
Sheet Metal Workers	-	-	-	1	-	-	-	-	-	1
United Automobile Workers	-	1	-	8	-	-	-	-	-	9
United Brotherhood of Carpenters & Joiners	-	1	-	1	-	-	-	-	-	2
United Food & Commercial Workers	-	1	-	-	-	-	-	-	-	1
United Furniture Workers	-	-	-	1	-	-	-	-	-	1
United Paperworkers, Intl.	-	1	-	-	-	-	-	-	-	1
United Rubber Workers	-	1	-	-	-	-	-	-	-	1
United Rubber, Cork, Linoleum & Plastic Workers	-	2	-	3	-	-	-	-	1	5
United Steel Workers of America	-	5	-	7	-	1	1	-	-	14
United Textile Workers	-	1	-	-	-	1	-	-	-	2
No Response	-	-	-	-	1	-	-	-	1	2
TOTAL	3	20	1	38	6	10	3	1	3	85
1983	4	19	1	32	5	9	4	3	3	80

REST PERIOD AND LUNCH PAYMENT POLICIES

REGION	PAYMENT FOR EMPLOYMENT REST PERIOD			LENGTH OF DAILY REST PERIOD (IN MINUTES PER PERIOD)													NO. OF REST PERIODS PER SHIFT							PAYMENT FOR LUNCH PERIOD			LENGTH OF PAID LUNCH PERIOD (IN MINUTES)										
	Yes	No	N.A.	5	10	11	12	15	18	20	25	30	40	50	As Needed	N.A.	1	2	3	4	12	As Needed	N.A.	Yes	No	N.A.	10	12	15	18	20	22.5	25	30	35	40	60	N.A.
1	16	1	-	1	11	-	-	2	-	1	-	-	-	-	-	-	2	12	1	-	-	1	1	8	5	4	-	-	-	-	7	-	-	-	-	-	-	1
2 & 3	37	1	-	2	24	-	1	10	1	1	-	-	-	-	-	-	5	31	1	-	-	-	-	18	12	8	1	-	-	1	6	-	-	10	-	-	-	-
4	26	-	-	1	20	-	-	4	-	3	-	-	-	-	-	2	1	17	7	1	-	-	-	15	6	5	-	-	-	-	10	-	1	4	-	-	-	-
5 & 6	96	-	-	1	62	-	-	24	-	6	1	2	-	-	1	3	8	77	8	-	-	2	1	51	32	13	-	-	5	-	34	-	1	10	-	-	1	-
7	14	-	-	-	10	-	-	2	-	-	-	1	-	-	-	2	1	9	2	-	-	1	2	6	4	4	-	-	-	-	1	-	1	4	-	-	-	-
8	25	-	-	1	15	-	1	7	-	1	-	1	-	-	-	-	1	21	2	-	-	-	-	15	6	4	-	-	6	-	7	-	-	2	-	-	-	-
9 & 10	19	1	-	-	11	-	-	7	-	2	-	-	-	-	-	-	1	16	2	-	-	-	-	7	12	1	-	-	-	-	4	-	-	3	-	-	-	-
11 & 12	13	1	-	-	6	-	-	7	-	-	-	-	-	-	-	-	-	13	-	-	-	-	-	1	10	3	-	1	-	-	-	-	-	-	-	-	-	-
13	23	1	-	-	17	1	-	4	-	-	-	2	-	-	-	-	1	20	2	-	-	-	-	5	13	6	-	-	-	-	1	-	-	4	-	-	-	-
Total	269	5	-	6	176	1	2	67	1	14	1	6	-	-	1	7	20	216	25	1	-	4	5	126	100	48	1	1	11	1	70	-	3	37	-	-	1	1
1983	272	7	6	3	181	1	4	66	-	13	1	3	2	2	-	3	25	214	27	3	1	2	3	127	112	46	-	-	12	-	61	1	5	44	1	1	1	1

OTHER PAYMENT POLICIES

REGION	PIECE WORK PAY						PAYMENT FOR SICK DAYS			NO. OF PAID SICK DAYS																					
	MOLDERS			FINISHERS																											
	Yes	No	N.A.	Yes	No	N.A.	Yes	No	N.A.	1	1.5	2	3	3.5	4	4.75	5	6	6.25	7	7.5	8	10	12	14	20	13 Weeks	26 Weeks	Length of Service
1	1	14	2	2	13	2	5	3	9	-	2	1	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
2 & 3	2	34	2	1	35	2	7	8	23	-	-	-	1	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	2
4	-	26	-	1	24	1	4	7	15	-	-	-	1	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
5 & 6	3	88	5	1	89	6	18	21	57	-	-	-	-	-	-	-	6	6	-	1	-	-	-	-	1	-	-	4	-
7	3	10	1	1	11	2	-	5	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8	-	24	1	-	23	2	8	5	12	-	-	2	-	2	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-
9 & 10	1	18	1	1	18	1	8	1	11	-	-	-	-	-	1	-	3	4	-	-	-	-	-	-	-	-	-	-	-	-
11 & 12	-	13	1	-	12	2	6	1	7	-	-	-	-	-	-	1	-	1	-	1	-	1	-	1	-	-	-	-	-	1
13	1	23	-	-	23	1	9	2	13	-	-	-	-	-	-	-	4	4	-	-	-	-	-	-	-	-	-	-	-	1
Total	11	250	13	7	248	19	65	53	156	-	2	3	2	2	1	1	18	22	1	2	-	1	-	1	1	-	-	4	4
1983	10	254	21	12	247	26	61	52	172	1	-	4	5	1	1	-	22	11	-	-	1	-	1	1	2	1	1	4	5

PREMIUMS PAID FOR AFTERNOON SHIFT

REGION	N.A.	.05	.07	.08	.10	.12	.13	.14	.15	.16	.17	.18	.19	.20	.21	.22	.24	.25	.28	.30	.35	.37	.40	1.00	2.5%	3%	3.5%	4%	5%	6%	7%	8%	9%	10%	12.5%	15%	20%	Mon. Rate	2.5 Hrs Pay Per Week
1	2	1	-	-	2	2	-	-	1	-	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-	-	1	-	2	-	-	-	-	-
2 & 3	2	-	-	2	9	1	1	-	6	-	-	1	-	4	1	1	-	1	-	1	-	-	-	-	1	-	-	-	-	1	1	-	2	-	-	-	-	-
4	6	1	-	-	7	1	-	-	3	-	-	-	-	2	-	-	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 & 6	7	8	3	1	24	3	1	2	11	-	2	1	-	7	1	-	-	6	-	4	1	1	-	-	-	-	1	2	-	1	-	-	-	-	-	-	-	2	-
7	1	-	-	-	4	-	-	-	1	-	-	-	-	1	-	-	-	1	-	1	-	-	-	1	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-
8	1	3	-	-	6	-	-	-	10	-	-	-	1	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 & 10	-	-	-	-	4	-	-	-	1	-	-	-	-	3	-	-	-	1	-	1	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-
11 & 12	2	-	-	-	1	1	-	-	1	-	-	-	-	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	-	-	-	-	-
13	5	-	-	-	7	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Total	26	13	3	3	64	8	2	2	37	-	2	2	1	23	2	1	1	15	-	9	3	1	1	1	1	-	1	2	3	1	1	5	1	4	-	-	1	2	-
1983	18	7	4	5	62	9	1	2	33	1	1	3	3	29	-	-	-	16	1	9	2	1	-	1	1	1	2	1	6	1	1	1	1	4	1	1	-	1	2

FRINGE BENEFITS AS PERCENT OF HOURLY RATE

REGION	N.A.	PERCENT OF HOURLY RATE								MEDIAN %
		0-9.9	10-19.9	20-29.9	30-34.9	35.0-39.9	40.0-44.9	45.0-49.9	50.0 & Over	
1	9	-	1	1	1	-	1	-	4	50.1
2 & 3	5	-	-	5	6	9	2	3	8	38.0
4	8	-	1	3	3	4	2	4	1	37.0
5 & 6	16	1	2	3	13	11	11	18	21	43.5
7	7	-	-	1	-	2	2	1	1	40.8
8	9	-	-	2	4	2	1	2	5	41.4
9 & 10	5	-	1	5	-	2	3	3	1	37.5
11 & 12	4	-	2	2	2	2	1	-	1	34.2
13	11	1	-	2	1	1	4	2	2	41.0
Total	74	2	7	24	30	33	27	33	44	40.2
1983	80	3	13	21	27	51	50	50	40	38.4

PREMIUMS PAID FOR MIDNIGHT SHIFT

REGION	N.A.	.05	.07	.09	.10	.12	.14	.15	.16	.17	.18	.19	.20	.21	.22	.23	.24	.25	.26	.28	.30	.32	.35	.37	.38	.40	.45	.50	.55	$1.00	3.5%	4.0%	5.0%	7.0%	8.0%	9.25%	10%	12.0%	12.5%	15.0%	20.0%	24.0%	40.0%	Monthly Rate	5 Hrs. Pay Per Week
1	-	-	1	-	1	-	-	1	2	1	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1	1	1	-	1	-	-	-	-
2 & 3	2	-	-	-	2	-	-	8	-	-	-	1	5	-	1	-	2	4	1	-	3	-	1	-	-	2	-	-	-	-	-	-	1	-	-	-	1	-	-	1	-	-	-	-	-
4	-	-	-	-	2	-	-	3	-	1	-	-	6	-	-	-	1	7	-	-	2	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 & 6	4	1	1	1	12	1	-	17	2	2	2	2	12	2	-	1	1	9	-	-	5	-	3	1	1	2	1	1	-	-	1	-	1	-	1	-	-	-	-	-	-	-	-	2	-
7	-	-	-	-	-	-	-	3	-	-	-	-	1	-	-	-	-	1	-	-	1	-	1	-	-	-	-	1	-	1	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-
8	1	-	-	-	3	1	-	4	-	-	-	-	6	-	1	-	1	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 & 10	3	-	-	-	-	-	-	2	-	-	-	-	3	-	-	-	-	-	-	-	1	-	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
11 & 12	3	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	1	-	-	1	1	1	-	-	1	-	-	-	-	-	-	1	1	-	-	-	-	-	1	-	-	-	-	-
13	3	-	-	-	-	-	-	3	-	-	-	-	3	1	-	-	-	4	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Total	16	1	2	1	20	2	-	42	4	4	2	3	36	3	2	1	6	33	1	-	13	4	8	1	1	6	3	6	-	1	1	-	3	1	1	-	4	2	1	2	1	1	1	2	-
1983	22	1	1	1	13	1	1	49	6	4	4	3	26	2	2	-	6	32	-	1	18	-	4	1	1	5	3	3	1	1	2	1	3	-	-	1	6	1	-	2	-	1	-	1	1

FRINGE BENEFITS BY TYPE AS PERCENT OF HOURLY RATE

REGION	MEDIAN PERCENTAGE OF FRINGE BENEFITS TO AVERAGE HOURLY EARNINGS															
	F.I.C.A.	State Unemployment Comp.	Federal Unemployment Comp.	Overtime Premium	Paid Vacation	Workmen's Comp.	Paid Holiday	Paid Sick Days	Paid Funeral & Jury Duty Leave	Christmas Bonus [Or Gifts]	Paid Lunch & Rest Periods	Paid Health & Insurance Plans	Shift Differential	Pension Plan	Profit Sharing	OTHER
1	6.8	1.8	0.6	4.0	3.8	4.6	2.8	1.9	0.1	7.0	6.0	13.4	1.3	3.2	8.5	0.3
2 & 3	7.0	3.2	0.6	3.3	4.0	2.8	3.5	1.2	0.1	1.1	4.2	10.4	1.4	2.7	2.0	2.5
4	7.0	2.2	0.7	5.0	3.5	3.0	2.0	0.1	0.1	3.0	7.0	6.6	2.1	1.0	3.0	8.5
5 & 6	7.0	2.8	0.9	4.3	4.1	2.8	3.9	1.3	0.2	1.1	6.2	10.6	1.5	2.2	2.8	0.7
7	6.9	6.1	0.9	1.2	3.9	3.4	3.2	0.7	0.1	1.0	5.2	6.4	5.8	3.2	5.8	1.5
8	7.0	2.5	0.6	3.6	4.2	4.2	2.9	1.4	0.1	0.2	6.3	6.8	1.3	1.5	2.8	1.0
9 & 10	7.0	2.4	0.4	1.5	4.1	3.5	2.5	1.7	0.1	1.0	4.1	8.0	1.3	1.4	0.5	0.4
11 & 12	6.7	2.7	0.5	1.1	3.9	4.5	3.1	0.7	0.6	0.1	4.2	5.0	2.4	4.0	3.1	N.A.
13	6.7	2.6	0.8	1.5	2.9	5.6	3.0	1.4	0.1	1.7	2.0	8.9	2.1	2.5	6.0	1.1
Total	7.0	2.7	0.8	3.7	4.1	3.3	3.4	1.2	0.1	1.0	6.0	8.7	1.4	2.0	3.3	1.1
Median	6.7	2.6	0.7	2.8	4.3	3.1	3.8	1.7	0.4	0.4	6.3	8.0	2.0	2.9	4.0	1.4

NUMBER OF PAID HOLIDAYS

REGION	FULL DAYS											
	5	6	7	8	9	10	11	12	13	14	15	N.A.
1	-	-	2	-	5	2	3	1	-	-	-	4
2 & 3	-	-	1	1	4	12	6	4	-	1	-	9
4	1	1	3	3	8	4	-	-	-	-	-	6
5 & 6	-	2	6	11	15	24	14	8	3	1	1	11
7	-	1	-	2	1	5	1	-	-	-	-	4
8	-	-	2	1	6	12	-	-	-	-	-	4
9 & 10	1	3	5	2	3	4	-	1	-	-	-	1
11 & 12	-	-	2	6	2	1	-	-	-	-	-	3
13	1	3	-	4	5	3	2	-	-	-	-	6
Total	3	10	21	30	49	67	26	14	3	2	1	48
1983	4	12	32	30	56	57	24	11	10	1	2	46

VACATION STATISTICS

| REGION | PAID VACATION | | | REQUIRED YEARS OF SERVICE FOR | | | | | | | | | | |

BONUS STATISTICS

REGION	PAY CHRISTMAS BONUS			AMOUNT OR BASIS FOR CHRISTMAS BONUS																		
	Yes	No	N.A.	Under 1 Week Earnings	1 Weeks Earnings	1½ Weeks Earnings	2 Weeks Earnings	Over 2 Weeks Earnings	Job Performance	Attendance	Length of Service	Emp Earnings	Flat Amt.	Position in Company	Company Profits	Gift	Turkey or Ham	Extra Vacation Time	Profit Sharing	Company Formula	Production	Management Discretion	N.A.
1	6	7	4	-	2	1	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-
2 & 3	10	20	8	5	1	-	1	-	1	-	1	1	-	-	-	-	-	-	-	1	1	-	-
4	6	14	6	1	3	-	-	-	-	-	1	-		-	-	1	-	-	-	-	-	-	-
5 & 6	31	48	17	12	2	-	3	-	1	-	1	-	4	1	1	1	1	-	3	-	-	-	1
7	3	6	5	1	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-
8	9	11	5	3	-	-	-	-	-	-	1	-	-	-	-	2	3	-	-	-	-	-	-
9 & 10	10	9	1	4	2	-	-	-	-	-	2	-	-	-	1	-	-	1	-	-	-	-	-
11 & 12	4	7	3	2	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-
13	11	7	6	4	-	-	-	-	-	-	1	2	1	-	-	2	1	-	-	-	-	-	-
Total	90	129	55	32	10	1	4	-	3	-	10	4	5	1	3	7	6	1	3	1	1	-	1
1983	87	149	49	34	13	-	1	2	3	1	13	4	2	3	-	6	7	-	1	-	-	2	2

OTHER FRINGE BENEFITS

REGION	GROUP LIFE INSURANCE				DENTAL				BASIC MEDICAL—EMPLOYEE				BASIC MEDICAL—DEPENDENTS			
	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For
1	13	2	-	2	1	1	-	15	9	4	-	4	2	10	-	5
2 & 3	29	5	-	4	7	3	-	28	22	10	-	6	17	15	1	5
4	18	4	-	4	3	4	2	17	16	4	-	6	5	7	7	7
5 & 6	84	5	3	4	24	12	1	59	71	16	-	9	46	30	11	9
7	8	5	-	1	2	1	1	10	9	4	-	1	2	5	5	2
8	22	1	1	1	6	10	-	9	17	5	-	3	7	8	7	3
9 & 10	13	3	2	2	2	7	1	10	10	2	1	7	4	5	4	7
11 & 12	10	1	-	3	6	2	2	4	8	4	-	2	2	8	2	2
13	16	4	1	3	7	5	-	12	9	4	1	10	2	5	6	11
Total	213	30	7	24	58	45	7	164	171	53	2	48	87	93	43	51
1983	220	36	1	28	67	24	3	191	187	55	2	41	91	103	45	46

OTHER FRINGE BENEFITS (CONTINUED)

REGION	MAJOR MEDICAL—EMPLOYEE				MAJOR MEDICAL—DEPENDENTS				INCOME-PROTECTION FOR WAGE INDEMNITY				PENSIONS				PROFIT SHARING		
	Paid by Company in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Company in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Company in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Company in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	No Provision For
1	9	4	-	4	3	10	-	4	7	6	-	4	9	-	-	8	4	-	13
2 & 3	23	10	-	5	17	15	1	5	14	2	-	22	23	-	-	15	6	-	32
4	17	7	-	2	7	10	6	3	11	2	2	11	10	3	-	13	11	-	15
5 & 6	70	18	-	8	45	31	12	8	69	11	1	15	54	7	-	35	23	2	71
7	9	5	-	-	2	5	5	2	7	3	-	4	4	-	-	9	5	2	7
8	17	5	-	3	6	8	8	3	13	1	-	11	12	3	-	10	8	6	11
9 & 10	13	4	1	2	7	6	5	2	3	1	1	15	10	-	-	10	7	-	13
11 & 12	9	5	-	-	3	9	2	-	5	-	-	9	2	-	-	12	7	-	7
13	13	6	1	4	3	8	7	6	3	1	-	20	10	1	-	13	3	-	21
Total	180	64	2	28	93	102	46	33	132	27	4	111	134	14	-	125	74	10	190
1983	190	56	1	38	95	103	45	42	137	34	5	109	134	7	-	144	78	6	201

TURNOVER STATISTICS—HOURLY EMPLOYEES

REGION	RATE OF TURNOVER (IN PERCENT)												AVERAGE RATE
	No Change	LESS THAN 1	1–9	10-19	20-29	30-39	40-49	50-74	75-99	100-149	150 & Over	N.A.	
1	-	-	2	3	1	2	-	3	-	-	-	6	26.0
2 & 3	3	1	9	7	1	3	2	3	-	1	2	6	13.3
4	-	-	4	5	3	1	1	1	1	-	-	10	18.0
5 & 6	4	3	33	16	3	3	-	1	3	-	1	29	7.5
7	1	-	2	3	4	1	1	-	-	1	-	1	20.0
8	2	-	8	3	2	-	2	1	-	-	-	7	9.5
9 & 10	-	-	4	2	-	3	1	3	1	-	1	5	30.0
11 & 12	-	-	1	2	2	1	-	1	3	-	-	4	29.5
13	-	-	4	4	4	-	1	3	2	-	1	5	22.0
Total	10	4	67	45	20	14	8	16	10	2	5	73	12.1
1983	27	7	51	47	17	15	10	15	6	7	2	81	11.2

SHIFT STATISTICS

REGION	NO. OF SHIFTS OPERATED							LENGTH OF HOURS IN AVERAGE SHIFT													ROTATE SHIFTS			PAY PREMIUMS		
	1	2	3	4	5	7	N.A.	6.2	7.0	7.5	7.6	7 2/3	8.0	8.25	8.5	9.0	9.5	10.0	10.5	12.0	N.A.	Yes	No	N.A.	Yes	No	N.A.
1	1	3	13	-	-	-	-	-	-	-	-	-	14	-	1	-	-	-	-	2	1	1	15	1	15	1	1
2 & 3	5	6	25	1	-	-	1	-	-	-	-	-	34	-	-	2	-	-	-	2	-	7	30	1	35	2	1
4	4	5	15	1	-	-	2	-	-	-	1	-	19	-	-	-	-	2	-	6	-	2	24	-	23	3	-
5 & 6	6	15	70	2	1	1	1	-	-	6	-	-	82	-	1	2	1	2	-	8	2	5	90	1	89	7	-
7	-	2	12	-	-	-	-	-	-	-	-	1	10	-	1	-	-	2	-	-	-	2	12	-	12	1	1
8	-	6	19	-	-	-	-	1	-	-	-	-	21	-	1	1	-	1	-	3	-	1	23	1	25	-	-
9 & 10	6	3	10	1	-	-	-	-	-	-	-	-	14	-	-	1	1	5	-	2	-	2	18	-	13	6	1
11 & 12	2	3	9	-	-	-	-	-	-	1	-	-	10	-	1	1	-	1	1	2	-	1	12	1	13	1	-
13	6	3	15	-	-	-	-	-	3	2	-	-	19	-	1	-	-	1	-	-	2	1	23	-	17	5	2
Total	30	46	188	5	1	1	4	1	3	9	1	1	223	-	6	7	2	14	1	25	5	22	247	5	242	26	6
1983	41	34	196	7	1	-	6	1	1	6	-	-	245	1	4	2	-	17	1	15	3	20	255	10	233	40	12

CHRISTMAS BONUS PRACTICES—SALARIED EMPLOYEES

REGION	PAY CHRISTMAS BONUS			BASIS ON WHICH BONUS IS PAID																				
	Yes	No	N.A.	Length of Service	Less Than 1 Week	1 Weeks Earnings	1-2 Weeks Earnings	1 Months Earnings	Percentage of Profit Sharing	Turkey or Ham	Position in Firm	Employees Earnings	Company/Plant Profits	Fixed Amounts	Gift	Employees Performance	Productivity	Percentage of Sales	Safety Record	Company Formula	Executive or Management Judgement	Merit	Economic Conditions	N.A.
1	8	6	3	2	-	1	1	-	-	-	-	3	2	-	-	-	-	-	-	-	1	1	-	-
2 & 3	8	28	2	3	-	1	-	-	-	-	1	-	2	-	-	1	-	-	-	1	1	-	-	1
4	10	15	1	2	-	1	-	-	-	-	-	1	2	-	1	-	-	-	-	-	-	1	-	2
5 & 6	24	71	1	4	-	-	-	-	-	-	4	3	4	4	-	2	2	-	-	-	1	1	5	-
7	5	8	1	2	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-
8	10	14	1	4	-	-	-	-	-	-	-	4	2	2	-	1	-	-	-	-	-	1	-	-
9 & 10	9	11	-	4	-	-	-	-	-	-	-	-	3	1	-	1		-	-	-	-	1	-	2
11 & 12	4	7	3	-	-	-	-	-	-	1	-	-	2	-	1	-	-	-	-	-	-	-	-	-
13	11	12	1	1	-	-	-	-	-	1	1	2	4	-	-	1	-	1	1	-	1	-	-	-
Total	89	172	13	22	-	3	1	1	-	2	6	13	22	7	2	6	2	1	1	1	5	5	5	5
1983	92	171	22	23	2	6	1	1	1	1	3	9	19	5	5	5	1	-	-	-	11	1	-	9

PROFIT SHARING AND OTHER INCENTIVE PLANS — SALARIED EMPLOYEES

REGION	Profit Sharing & Other Inventive Plans			TYPES OF PLANS						
	Yes	No	N.A.	Profit Sharing Plan	Deferred Profit Sharing Plan	Company Profit Sharing Formula	Employee Stock Ownership Plan	Discretionary Bonus	Thrift Savings Plan	N.A.
1	4	10	3	2	-	-	-	2	-	1
2 & 3	14	21	3	6	1	-	-	3	1	3
4	14	10	2	2	1	-	-	7	-	4
5 & 6	43	52	1	20	6	-	5	12	1	
7	10	3	1	7	1	-	-	1	-	2
8	17	7	1	9	2	1	1	3	1	-
9 & 10	12	8	-	4	3	-	1	4	-	-
11 & 12	3	8	3	3	-	-	-	1	-	-
13	9	14	1	3	2	-	1	1	-	2
Total	126	133	15	56	16	1	8	34	3	12
1983	136	132	17	59	23	2	7	40	1	11

OVERTIME PAY PROVISIONS—SALARIED EMPLOYEES

| REGION | PAY OVERTIME | | | BASIS FOR OVERTIME PAY FOR SHIFT SUPERVISORS | | |

COMPARISON OF MEDIAN HOURLY WAGES OF HOURLY EMPLOYEES: 1984 - 1983

JOB CLASSIFICATION	1984 (Dollars)	1983 (Dollars)	PERCENT CHANGE
MOLDING JOBS (1–10)			
1. Foreman (Comp. Working)	9.12	8.83	3.3
2. Foreman (Inj. Working)	8.92	8.50	4.9
3. Foreman (Blow Mold Working)	8.47	8.43	0.5
4. Set-Up Man–Troubleshooter	8.35	7.96	4.9
5. Compression Transfer Molder	5.73	6.79	(15.6)
6. Compression Preform Molder	8.07	6.70	20.4
7. Injection Molding Operator	5.83	5.44	7.2
8. Blow Molding Operator	7.56	6.65	13.7
9. Material Man	6.57	6.54	0.5
10. Floor Man	6.14	5.83	5.3
EXTRUSION JOBS (11–14)			
11. Foreman (Working)	9.05	8.45	7.1
12. Set-Up Man–Troubleshooter	7.91	7.79	1.5
13. Extrusion Operator	7.60	7.30	4.1
14. Material Man	6.82	6.67	2.2
REINFORCED PLASTIC JOBS (15–21)			
15. Foreman (Working)	8.33	8.29	0.5
16. Set-Up Man–Troubleshooter	7.58	7.49	1.2
17. Reinforced Plastics Operator	6.61	6.99	(5.4)
18. Reinforced Plastics Preform Operator	8.85	7.60	16.4
19. Reinforced Plastics Fabricator	6.84	6.75	1.3
20. Reinforced Plastics Pultruder Operator	6.05	5.74	5.4
21. Reinforced Plastic Filament Winder Operator	7.58	7.85	(3.4)
THERMOFORMING JOBS (22–24)			
22. Foreman (Working)	9.44	9.17	2.9
23. Set-Up Man–Troubleshooter	7.90	8.38	(5.7)
24. Thermoforming Press Operator	6.74	6.59	2.1
EPS FOAM JOBS (25–27)			
25. Foam Shop Operator	6.24	6.24	-
26. Mold Operator	6.16	6.88	(10.5)
27. Material Man	UNDER 5.00	7.29	(31.6)
FINISHING JOBS (28–33)			
28. Foreman (Working)	6.25	7.85	(20.4)
29. Finisher General	6.95	5.98	16.2
30. Painter & Sprayer	6.35	5.99	6.0
31. Buffing Operator	6.79	6.77	0.3
32. Tumbling Operator	7.25	6.88	5.4
33. Set-Up Man–Troubleshooter	8.18	7.69	6.4
FABRICATION JOBS (34–36)			
34. Machine Operator	5.99	5.71	4.9
35. Assembler	5.81	5.48	6.0
36. Material Handler	7.01	6.55	7.0
INSPECTION JOBS (37–38)			
37. Chief Inspector (Working)	7.50	7.34	2.2
38. Inspector	6.80	6.29	8.1
SHIPPING & RECEIVING JOBS (39–43)			
39. Foreman (Working)	8.00	7.98	0.3
40. Shipper - Material Handler	7.05	7.66	(8.0)
41. Packer	6.50	6.93	(6.2)
42. Truck Operator	7.50	7.48	0.3
43. Clerk	7.66	7.20	6.4
MAINTENANCE JOBS (44–47)			
44. Foreman (Working)	10.42	10.07	3.5
45. Mechanic	8.74	8.35	4.7
46. Electrician	9.75	9.72	0.3
47. Helper – Trainee	7.37	7.23	1.9
TOOL ROOM JOBS (48–54)			
48. Foreman (Working)	OVER 15.00	11.68	11.4
49. Mold/Die Designer	8.84	11.62	(23.9)
50. Mold Maker/Lead Man	OVER 15.00	12.78	1.8
51. Mold Maker	11.71	11.65	0.5
52. Mold Repair Man	9.96	9.60	3.8
53. Machinist	9.82	9.65	1.8
54. Apprentice	7.39	7.34	0.7
MISCELLANEOUS JOBS (55–56)			
55. General Hand Labor Trainee	6.17	5.69	8.4
56. Porter, Janitor, etc.	6.42	6.14	4.6
TOTAL	6.90	6.74	3.9

COMPARISON OF MEDIAN MONTHLY SALARIES OF SALARIED EMPLOYEES: 1984 - 1983

JOB CLASSIFICATION	1984 (Dollars)	1983 (Dollars)	PERCENT CHANGE
1. COMPRESSION	1,756	1,719	2.2
2. INJECTION	1,897	1,889	0.4
3. BLOW MOLDING	2,023	1,964	3.0
4. EXTRUSION	2,055	1,866	10.1
5. REINFORCED	2,033	2,017	0.8
6. THERMOFORMING	2,030	1,900	6.8
7. EPS FOAM	1,820	1,805	0.8
8. FINISHING	1,871	1,853	1.0
9. FABRICATION	2,018	1,950	3.5
10. INSPECTION	1,800	1,820	(1.1)
11. SHIPPING & RECEIVING	1,959	1,875	4.5
12. MAINTENANCE	2,159	2,098	2.9
13. TOOL ROOM	2,329	2,283	2.0
TOTAL	1,965	1,918	2.5

SPI LABOR SURVEY SEPTEMBER 1984 HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
MOLDING JOBS (1-10)										
1. Foreman (Comp. Working)	21	184	21	137	215	51	51	51	32	7423
First Quartile	-	5.69	-	7.55	7.70	-	-	-	-	7.53
Median	6.87	10.00	11.25	7.88	9.99	7.12	7.62	9.75	OVER 13.00	9.12
Third Quartile	-	11.19	-	9.17	10.39	-	-	-	-	10.46
1983 Median	9.25	7.75	7.13	8.75	9.25	-	9.07	-	12.75	8.83
2. Foreman (Inj. Working)	176	246	195	6912	174	396	62	175	136	22152
First Quartile	6.62	6.21	5.62	7.59	8.15	7.37	-	8.75	10.12	6.85
Median	9.25	6.47	5.99	8.38	8.75	9.78	7.87	10.25	11.12	8.92
Third Quartile	12.38	9.44	6.62	10.27	12.75	11.22	-	11.58	12.56	10.63
1983 Median	7.63	7.93	6.19	7.61	9.81	9.73	7.63	9.49	8.25	8.50
3. Foreman (Blow-Mold Working)	-	83	71	133	-	11	-	62	73	4213
First Quartile	-	-	-	5.47	-	-	-	-	-	7.91
Median	-	8.09	7.99	8.19	-	OVER 13.00	-	10.31	OVER 13.00	8.47
Third Quartile	-	-	-	8.41	-	-	-	-	-	10.21
1983 Median	7.19	7.13	-	8.42	-	7.88	-	9.91	9.25	8.43
4. Set Up Man-Troubleshooter	688	5813	257	30643	479	719	124	325	3010	649108
First Quartile	7.31	6.69	6.21	6.70	6.37	7.70	5.66	7.16	7.84	7.10
Median	9.62	7.55	6.62	7.88	7.68	9.25	6.75	8.13	9.69	8.35
Third Quartile	10.27	8.16	7.32	9.13	8.62	10.26	9.69	10.22	11.28	10.39
1983 Median	7.94	7.19	6.66	8.38	7.88	8.85	7.38	8.71	8.25	7.96
5. Compression Transfer Molding Oper.	454	16810	-	50316	913	291	881	-	422	96637
First Quartile	5.48	6.02	-	UNDER 5.00	5.35	UNDER 5.00	UNDER 5.00	-	UNDER 5.00	UNDER 5.00
Median	7.02	6.80	-	5.70	5.48	UNDER 5.00	5.12	-	5.46	5.73
Third Quartile	7.21	7.99	-	8.76	5.74	UNDER 5.00	5.92		6.16	7.73
1983 Median	7.13	7.12	UNDER 5.00	6.92	5.44	UNDER 5.00	7.12	5.88	5.38	6.79
6. Compression Preform Molder	-	173	-	21411	193	361	391	-	11	32620
First Quartile	-	8.13	-	7.18	5.77	8.62	5.24	-	-	6.14
Median	-	8.72	-	8.10	5.87	8.75	6.10	-	5.87	8.07
Third Quartile	-	8.95	-	8.32	5.98	8.87	6.24	-	-	8.45
1983 Median	6.38	6.43	7.88	8.10	5.38	-	-	-	-	6.70
7. Injection Molding Operator	30911	45615	53712	1879 35	32010	59412	1104	3218	24612	4772119
First Quartile	5.00	5.15	UNDER 5.00	5.38	UNDER 5.00	UNDER 5.00	UNDER 5.00	UNDER 5.00	UNDER 5.00	UNDER 5.00
Median	5.41	5.71	5.10	6.11	5.32	5.11	5.12	5.10	UNDER 5.00	5.83
Third Quartile	6.21	5.91	5.54	7.13	5.63	8.02	6.08	5.94	5.64	7.01
1983 Median	5.43	UNDER 5.00	UNDER 5.00	6.50	5.10	5.64	UNDER 5.00	5.70	UNDER 5.00	5.44

KEY. 21 means 2 employees in 1 company
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SRI LABOR SURVEY - SEPTEMBER 1984

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
8. Blow Molding Operator	-	505	-	1226	-	31	-	113	91	19516
First Quartile	-	5.54	-	7.26	-	-	-	UNDER 5.00	-	6.64
Median	-	5.72	-	8.25	-	7.37	-	7.62	7.12	7.56
Third Quartile	-	8.32	-	8.92	-	-	-	8.67	-	8.78
1983 Median	6.37	9.50	7.09	5.48	7.52	7.31	5.51	6.88	UNDER 5.00	6.65
9. Material Man	87	179	306	13227	309	4811	43	124	286	30982
First Quartile	-	5.87	5.18	5.82	5.34	6.10	-	7.10	5.08	5.61
Median	6.37	7.87	5.86	6.58	5.93	8.63	6.75	7.33	8.04	6.57
Third Quartile	-	9.71	6.39	7.31	6.78	8.90	-	7.49	8.63	8.24
1983 Median	7.26	5.49	5.13	6.43	5.64	7.60	6.08	6.99	UNDER 5.00	6.54
10. Floor Man	268	477	619	22625	757	235	82	204	5511	54178
First Quartile	5.40	5.24	5.16	5.69	5.48	UNDER 5.00	-	5.39	UNDER 5.00	5.33
Median	6.13	6.35	5.83	6.79	5.62	5.13	5.25	6.06	5.24	6.14
Third Quartile	8.23	6.87	6.34	8.44	5.87	6.13	-	6.65	6.24	7.33
1983 Median	6.06	6.31	UNDER 5.00	6.14	5.38	6.38	6.13	5.38	UNDER 5.00	5.83
EXTRUSION JOBS (11-14)										
11. Foreman (Working)	93	-	92	5213	11	21	143	62	52	9827
First Quartile	-	-	-	7.86	-	-	9.27	-	-	7.78
Median	7.37	-	7.70	8.75	7.87	9.25	9.50	8.90	8.75	9.05
Third Quartile	-	-	-	11.99	-	-	12.66	-	-	10.58
1983 Median	8.43	-	7.25	9.18	-	-	9.00	9.31	8.13	8.45
12. Set Up Man-Troubleshooter	411	375	592	5812	-	232	73	11	-	22626
First Quartile	8.01	7.56	7.33	7.53	-	7.32	-	-	-	7.43
Median	8.37	7.78	7.81	8.13	-	7.45	8.67	6.12	-	7.91
Third Quartile	8.80	8.12	7.94	8.40	-	11.11	-	-	-	8.40
1983 Median	7.82	7.58	7.96	7.85	-	10.17	10.75	7.25	-	7.79
13. Extrusion Operator	1115	446	934	47528	91	866	494	132	663	94659
First Quartile	5.12	6.53	6.16	7.18	-	6.92	7.66	6.09	5.65	6.47
Median	5.62	7.09	6.45	7.97	5.88	7.87	8.60	6.38	6.41	7.60
Third Quartile	7.17	7.73	7.02	9.13	-	8.64	9.52	7.38	7.66	8.76
1983 Median	7.03	6.10	6.20	7.81	5.88	8.51	8.05	5.90	6.68	7.30
14. Material Man	172	162	253	12017	-	294	462	61	62	26533
First Quartile	7.29	5.83	5.33	6.15	-	6.69	6.24	-	-	6.11
Median	7.40	6.05	5.62	7.10	-	6.87	7.01	6.37	6.18	6.82
Third Quartile	7.63	6.18	6.37	8.97	-	7.87	7.28	-	-	7.38
1983 Median	6.96	6.09	5.58	7.48	-	7.38	6.09	6.24	8.07	6.67

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SPI LABOR SURVEY - SEPTEMBER 1984

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
REINFORCED PLASTICS JOBS (15-21)										
15. Foreman (Working)	-	114	-	305	-	11	52	51	63	5816
First Quartile	-	6.38	-	8.03	-	-	-	-	-	7.61
Median	-	6.50	-	8.30	-	10.25	7.74	OVER 13.00	9.00	8.33
Third Quartile	-	8.75	-	10.16	-	-	-	-	-	9.81
1983 Median	-	10.75	-	7.97	-	-	10.25	12.33	9.50	8.29
16. Set Up Man Troubleshooter	-	-	41	325	-	-	21	51	61	499
First Quartile	-	-	-	6.77	-	-	-	-	-	6.41
Median	-	-	6.62	7.60	-	-	7.50	UNDER 5.00	8.75	7.58
Third Quartile	-	-	-	7.98	-	-	-	-	-	8.38
1983 Median	-	-	6.38	7.36	-	-	-	-	8.70	7.49
17. Reinforced Plastics Operator	-	71	51	1346	21	313	322	342	173	262 19
First Quartile	-	-	-	6.65	-	UNDER 5.00	5.25	5.18	UNDER 5.00	5.32
Median	-	UNDER 5.00	5.83	7.14	7.75	UNDER 5.00	5.49	6.06	UNDER 5.00	6.61
Third Quartile	-	-	-	8.53	-	5.74	6.98	8.03	UNDER 5.00	7.48
1983 Median	-	-	5.25	7.29	6.75	UNDER 5.00	6.69	5.63	5.88	6.99
18. Reinforced Plastics Preform Oper.	-	-	-	564	-	-	-	-	21	585
First Quartile	-	-	-	7.37	-	-	-	-	-	7.33
Median	-	-	-	8.93	-	-	-	-	5.00	8.85
Third Quartile	-	-	-	9.75	-	-	-	-	-	9.72
1983 Median	-	-	-	7.62	-	-	-	-	UNDER 5.00	7.60
19. Reinforced Plastics Fabricator	-	243	-	585	-	21	62	41	463	14015
First Quartile	-	5.12	-	6.80	-	-	-	-	UNDER 5.00	5.19
Median	-	5.50	-	6.91	-	8.25	7.75	6.37	UNDER 5.00	6.84
Third Quartile	-	7.12	-	8.06	-	-	-	-	5.85	6.97
1983 Median	-	7.19	-	7.98	-	UNDER 5.00	7.25	5.74	UNDER 5.00	6.75
20. Reinforced Plastics Pultruder Oper.	-	713	831	181	61	-	61	-	61	1908
First Quartile	-	UNDER 5.00	UNDER 5.00	-	-	-		-	-	UNDER 5.00
Median	-	6.67	5.18	8.25	7.37	-	5.62	-	8.25	6.05
Third Quartile	-	8.72	6.24	-	-	-	-	-	-	7.21
1983 Median	-	-	5.49	7.88	-	-	6.25	-	-	5.74
21. Reinfor. Plastics Filment Wind. Oper.		83	-	112	-	-	11	-	71	277
First Quartile	-	-	-	6.83	-	-	-	-	-	6.90
Median	-	8.25	-	6.91	-	-	9.25	-	8.55	7.58
Third Quartile	-	-	-	6.99	-	-	-	-	-	8.92
1983 Median	-	9.19	-	7.92	-	-	UNDER 5.00	-	8.25	7.85

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SPI LABOR SURVEY - SEPTEMBER 1984

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
THERMOFORMING JOBS (22-24)										
22. Foreman (Working)	-	-	-	143	-	21	11	-	11	186
First Quartile	-	-	-	8.46	-	-	-	-	-	8.69
Median	-	-	-	9.42	-	9.25	8.75	-	9.25	9.44
Third Quartile	-	-	-	9.83	-	-	-	-	-	9.80
1983 Median	-	-	-	9.00	9.75	9.25	8.00	9.25	-	9.17
23. Set Up Man-Troubleshooter	11	494	62	377	-	72	22	-	11	10319
First Quartile	-	7.30	-	6.19	-	-	-	-	-	6.70
Median	7.87	8.25	5.87	7.38	-	9.83	7.37	-	10.75	7.90
Third Quartile	-	9.16	-	8.63	-	-	-	-	-	9.03
1983 Median	9.25	7.37	8.52	8.63	7.53	9.00	6.13	-	-	8.38
24. Thermoforming Press Operator	11	362	202	24516	71	484	173	81	31	38531
First Quartile	-	7.28	UNDER 5.00	UNDER 5.00	-	6.02	UNDER 5.00	-	-	5.10
Median	6.87	7.36	8.10	6.48	6.37	6.62	5.63	7.00	8.25	6.74
Third Quartile	-	7.43	8.32	7.22	-	7.55	7.55	-	-	7.57
1983 Median	-	7.33	7.79	8.77	-	7.21	6.11	-	-	7.49
EPS FORM JOBS (25-27)										
25. Foam Shop Operator	81	122	512	194	-	211	114	-	11	12315
First Quartile	-	8.10	5.39	5.88	-	5.23	UNDER 5.00	-	-	5.34
Median	5.00	8.25	5.93	7.55	-	6.12	UNDER 5.00	-	8.25	6.24
Third Quartile	-	8.41	6.39	7.66	-	6.72	5.63	-	-	6.95
1983 Median	UNDER 5.00	5.13	-	6.88	-	6.38	5.63	-	UNDER 5.00	6.24
26. Mold Operator	41	232	514	625	-	332	467	71	293	25525
First Quartile	-	UNDER 5.00	5.32	6.46	-	5.33	5.65	-	UNDER 5.00	5.40
Median	5.17	6.12	5.64	6.84	-	5.74	6.21	6.20	5.74	6.16
Third Quartile	-	6.89	6.18	6.95	-	6.63	6.77	-	6.83	6.86
1983 Median	5.69	8.18	7.38	5.59	-	7.83	6.24	7.31	8.25	6.88
27. Material Man	41	82	342	125	-	-	11	-	11	6012
First Quartile	-	-	UNDER 5.00	5.39	-	-	-	-	-	UNDER 5.00
Median	5.25	8.21	UNDER 5.00	5.56	-	-	5.37	-	6.87	UNDER 5.00
Third Quartile	-	-	UNDER 5.00	6.90	-	-	-	-	-	5.50
1983 Median	5.63	8.21	6.63	7.38	-	7.13	6.74	-	-	7.29

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SRI LABOR SURVEY - SEPTEMBER 1984 HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
FINISHING JOBS (28-33)										
28. Foreman (Working)	73	32	164	186	805	74	41	42	107	14934
First Quartile	-	-	6.44	7.43	5.07	-	-	-	7.69	5.14
Median	6.49	8.75	7.13	8.04	5.15	8.84	8.50	6.45	9.25	6.25
Third Quartile	-	-	8.46	8.38	5.22	-	-	-	11.62	8.13
1983 Median	6.63	8.25	7.63	7.88	7.94	8.84	6.25	7.66	7.63	7.85
29. Finisher - General	1738	689	1335	156729	285	2017	312	433	909	233477
First Quartile	UNDER 5.00	6.15	UNDER 5.00	6.21	UNDER 5.00	6.03	UNDER 5.00	UNDER 5.00	UNDER 5.00	5.53
Median	UNDER 5.00	6.21	5.37	7.15	5.00	7.31	5.74	5.40	UNDER 5.00	6.95
Third Quartile	5.38	7.52	5.83	7.65	5.46	7.42	6.06	5.77	5.34	7.55
1983 Median	5.05	5.92	UNDER 5.00	6.44	5.56	5.72	6.77	5.37	5.10	5.98
30. Painter & Sprayer	161	336	775	29417	352	-	11	131	93	47836
First Quartile	UNDER 5.00	6.41	5.16	5.96	6.10	-	-	5.54	-	5.84
Median	UNDER 5.00	6.93	5.94	6.79	6.86	-	6.72	5.87	6.74	6.35
Third Quartile	5.38	7.48	6.21	8.17	7.30	-	-	6.56	-	7.36
1983 Median	5.38	7.28	6.25	5.59	6.49	5.36	UNDER 5.00	7.60	6.28	5.99
31. Buffing Operator	31	32	341	103	-	-	-	-	62	569
First Quartile	-	-	5.36	7.43	-	-	-	-	-	5.35
Median	6.63	5.87	6.81	7.84	-	-	-	-	UNDER 5.00	6.79
Third Quartile	-	-	6.93	7.94	-	-	-	-	-	6.98
1983 Median	5.88	UNDER 5.00	6.59	UNDER 5.00	5.88	5.00	-	UNDER 5.00	UNDER 5.00	6.77
32. Tumbling Operator	63	53	-	166	21	-	-	-	-	2913
First Quartile	-	-	-	5.56	-	-	-	-	-	5.78
Median	6.75	5.99	-	8.25	6.25	-	-	-	-	7.25
Third Quartile	-	-	-	9.59	-	-	-	-	-	8.32
1983 Median	7.83	5.38	5.63	8.50	6.55	-	-	-	-	6.88
33. Set Up Man Troubleshooter	11	52	213	7611	62	115	-	-	22	12226
First Quartile	-	-	6.27	7.49	-	8.25	-	-	-	6.81
Median	9.25	7.83	6.49	8.53	5.62	8.75	-	-	7.87	8.18
Third Quartile	-	-	7.37	9.09	-	10.25	-	-	-	9.20
1983 Median	7.45	7.33	6.44	8.04	6.00	7.88	-	7.66	-	7.69

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SRI LABOR SURVEY - SEPTEMBER 1984 HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
FABRICATION JOBS (34-36)										
34. Machine Operator	-	1967	52	856	53	495	143	123	-	36629
First Quartile	-	5.52	-	6.96	-	6.68	UNDER 5.00	5.25	-	5.56
Median	-	5.62	7.08	7.37	5.25	6.87	5.00	5.63	-	5.99
Third Quartile	-	5.73	-	7.62	-	7.37	6.91	6.00	-	7.28
1983 Median	UNDER 5.00	5.60	5.38	7.17	5.38	7.24	5.93	5.63	-	5.71
35. Assembler	31	355	1004	20814	615	1076	394	-	254	57843
First Quartile	-	UNDER 5.00	5.31	6.35	5.09	UNDER 5.00	UNDER 5.00	-	UNDER 5.00	UNDER 5.00
Median	5.87	UNDER 5.00	5.44	6.79	5.46	UNDER 5.00	UNDER 5.00	-	UNDER 5.00	5.81
Third Quartile	-	5.89	5.83	7.15	5.91	5.37	5.87	-	6.56	6.67
1983 Median	7.54	UNDER 5.00	UNDER 5.00	6.56	5.38	5.24	5.19	UNDER 5.00	5.63	5.48
36. Material Handler	11	-	61	7310	91	92	41	41	22	10819
First Quartile	-	-	-	7.03	-	-	-	-	-	6.74
Median	UNDER 5.00	-	7.84	7.20	5.49	6.87	5.12	8.50	6.37	7.01
Third Quartile	-	-	-	8.11	-	-	-	-	-	8.07
1983 Median	6.88	UNDER 5.00	5.38	6.55	-	5.95	6.63	-	-	6.55
INSPECTION JOBS (37-38)										
37. Chief Inspector (Working)	62	137	2010	3212	73	65	55	-	75	9649
First Quartile	-	7.31	6.29	7.67	-	-	-	-	-	6.56
Median	5.46	7.46	6.45	8.36	7.12	9.49	7.24	-	9.75	7.50
Third Quartile	-	8.25	7.05	9.49	-	-	-	-	-	8.90
1983 Median	5.49	7.63	6.25	7.58	6.99	9.00	8.19	10.75	7.13	7.34
38. Inspector	467	9319	5412	43157	779	7815	336	236	4312	878143
First Quartile	UNDER 5.00	6.01	5.39	6.18	5.59	5.98	5.12	7.24	6.74	5.76
Median	5.37	6.41	5.77	7.24	5.90	8.08	5.63	7.70	7.74	6.80
Third Quartile	8.53	7.81	5.97	8.44	6.72	8.64	6.37	8.22	8.89	8.15
1983 Median	6.24	6.36	5.66	6.45	5.89	7.52	6.56	7.53	UNDER 5.00	6.29
SHIPPING & RECEIVING JOBS (39-43)										
39. Foreman (Working)	33	75	116	3122	76	108	21	43	1412	8966
First Quartile	-	-	6.99	7.24	-	7.69	-	-	7.69	7.30
Median	6.49	7.87	7.37	7.75	8.25	9.13	8.50	10.00	8.50	8.00
Third Quartile	-	-	8.25	8.17	-	9.41	-	--	9.81	9.10
1983 Median	9.13	7.81	6.67	7.97	8.99	7.75	7.71	9.38	8.50	7.98

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SRI LABOR SURVEY - SEPTEMBER 1984 HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
40. Shipper-Material Handler	218	7620	4412	32924	199	4718	568	107	106	612112
First Quartile	5.66	6.51	5.81	6.82	5.37	UNDER 5.00	5.20	5.92	UNDER 5.00	6.19
Median	6.37	7.09	6.43	7.83	5.99	6.58	6.01	7.00	UNDER 5.00	7.05
Third Quartile	7.68	7.80	6.83	8.32	6.37	8.25	6.79	8.19	5.37	8.11
1983 Median	6.92	7.08	5.90	8.52	7.55	7.30	6.06	6.49	6.24	7.66
41. Packer	406	20012	686	51723	32	21	52	234	359	89365
First Quartile	UNDER 5.00	6.10	5.55	5.08	-	-	-	5.75	UNDER 5.00	5.12
Median	5.37	6.78	5.64	6.66	5.12	6.50	UNDER 5.00	6.32	UNDER 5.00	6.50
Third Quartile	5.94	6.89	5.73	8.18	-	-	-	6.50	5.74	7.23
1983 Median	6.75	6.84	5.62	8.09	6.63	6.53	6.86	6.26	7.99	6.93
42. Truck Operator	95	2612	1810	11034	-	238	248	64	2212	23893
First Quartile	-	6.48	5.43	7.23	-	6.37	5.39	-	6.73	6.56
Median	6.37	7.81	7.06	7.41	-	9.25	6.37	7.62	7.37	7.50
Third Quartile	-	11.13	7.68	8.28	-	9.29	7.18	-	8.16	8.28
1983 Median	7.09	7.83	7.13	8.14		8.20	7.71	9.50	6.99	7.48
43. Clerk	98	178	128	8431	63	188	66	33	256	18081
First Quartile	-	5.62	5.60	6.91	-	6.93	-	-	8.08	6.14
Median	6.37	6.24	5.93	7.99	6.44	9.09	7.00	7.15	8.27	7.66
Third Quartile	-	7.37	6.93	8.33	-	9.39	-	-	9.10	8.36
1983 Median	5.63	5.49	5.88	7.86	6.63	8.49	6.92	6.38	6.18	7.20
MAINTENANCE JOBS (44-47)										
44. Foreman (Working	22	107	115	2517	98	97	74	55	88	8663
First Quartile	-	8.44	8.25	8.81	-	-	-	-	-	8.69
Median	8.50	9.18	8.67	10.99	11.49	10.99	10.37	11.99	OVER 13.00	10.42
Third Quartile	-	12.62	9.25	11.94	-	-	-	-	-	12.08
1983 Median	10.75	8.44	7.66	9.75	12.00	10.75	9.88	10.49	11.25	10.07
45. Mechanic	639	10125	6518	38162	258	8319	6311	167	3511	832170
First Quartile	7.82	8.00	6.46	7.88	7.64	8.75	7.16	8.06	8.61	7.77
Median	8.99	8.36	7.95	8.84	8.25	10.06	8.37	9.34	9.99	8.74
Third Quartile	10.91	9.38	9.29	9.84	9.58	10.39	9.40	10.87	11.25	9.92
1983 Median	9.04	8.20	7.47	8.61	8.88	8.21	8.99	9.08	8.99	8.35
46. Electrician	76	2112	117	8932	84	33	11	33	33	14671
First Quartile	-	9.42	6.63	8.85	-	-	-	-	-	8.75
Median	9.49	10.17	7.99	9.69	8.87	10.25	7.12	10.25	10.75	9.75
Third Quartile	-	10.85	9.75	11.21	-	-	-	-	-	10.64
1983 Median	9.49	8.49	7.00	9.83	8.99	8.90	12.00	11.00	10.38	9.72

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SRI LABOR SURVEY - SEPTEMBER 1984 HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
47. Helper-Trainee	22	217	22	7625	65	22	31	11	85	12150
First Quartile	-	5.18	-	6.95	-	-	-	-	-	6.04
Median	5.87	5.62	6.00	7.81	5.87	9.50	7.12	UNDER 5.00	5.25	7.37
Third Quartile	-	7.69	-	8.25	-	-	-	-	-	7.98
1983 Median	9.25	5.38	5.00	7.48	7.24	6.63	6.63	UNDER 5.00	7.58	7.23
TOOL ROOM JOBS (48-54)										
48. Foreman (Working)	22	11	85	1512	66	22	32	66	77	5043
First Quartile	-	-	-	10.49	-	-	-	-	-	10.75
Median	12.00	10.75	10.75	11.99	OVER 13.00	11.50	8.75	OVER 13.00	OVER 13.00	OVER 13.00
Third Quartile	-	-	-	OVER 13.00	-	-	-	-	-	OVER 13.00
1983 Median	10.99	4.49	10.55	11.50	OVER 13.00	10.25	OVER 13.00	12.75	12.25	11.68
49. Mold/Die Designer	-	-	21	119	52	11	-	64	22	2719
First Quartile	-	-	-	7.74	-	-	-	-	-	7.31
Median	-	-	7.87	8.99	6.62	OVER 13.00	-	12.50	OVER 13.00	8.84
Third Quartile	-	-	-	11.49	-	-	-	-	-	12.75
1983 Median	-	-	10.08	12.25	OVER 13.00	10.75	8.25	8.75	-	11.62
50. Mold Maker/Lead Man	11	44	11	148	32	156	53	11	86	5131
First Quartile	-	-	-	10.19	-	OVER 13.00	-	-	-	11.25
Median	12.75	11.87	10.25	12.69	11.49	OVER 13.00	9.49	OVER 13.00	OVER 13.00	OVER 13.00
Third Quartile	-	-	-	OVER 13.00	-	OVER 13.00	-	-	-	OVER 13.00
1983 Median	OVER 13.00	11.75	8.25	11.75	12.90	13.00	12.75	OVER 13.00	10.25	12.78
51. Mold Maker	114	277	225	8719	196	569	63	234	197	27064
First Quartile	8.99	8.33	7.98	10.25	11.99	11.25	-	12.25	5.87	9.84
Median	11.10	9.99	8.46	11.27	12.99	12.63	10.00	OVER 13.00	7.37	11.71
Third Quartile	11.40	11.70	11.13	12.29	OVER 13.00	OVER 13.00	-	OVER 13.00	OVER 13.00	OVER 13.00
1983 Median	8.30	9.65	8.64	10.67	11.99	12.48	8.75	OVER 13.00	OVER 13.00	11.65
52. Mold Repair Man	286	117	75	8128	44	156	11	43	44	15564
First Quartile	9.62	7.67	-	9.25	-	8.25	-	-	-	8.67
Median	11.66	7.99	10.25	9.86	12.37	12.56	7.12	7.38	11.00	9.96
Third Quartile	12.69	10.25	-	10.85	-	12.81	-	-	-	11.70
1983 Median	9.75	9.92	9.00	8.63	11.75	10.25	10.75	7.13	8.75	9.60
53. Machinist	44	229	42	8328	53	105	134	74	74	15563
First Quartile	-	9.15	-	8.25	-	8.19	8.25	-	-	8.14
Median	7.12	9.69	7.12	9.99	10.75	8.75	9.83	10.75	12.25	9.82
Third Quartile	-	10.58	-	10.60	-	12.31	12.69	-	--	10.75
1983 Median	8.77	9.21	7.75	10.04	10.00	11.49	12.25	9.25	11.42	9.65

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SRI LABOR SURVEY - SEPTEMBER 1984

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
54. Apprentice	21	95	52	4019	32	75	71	73	75	8743
First Quartile	-	-	-	5.83	-	-	-	-	-	5.50
Median	5.37	6.49	5.62	7.97	9.25	7.87	UNDER 5.00	5.74	8.25	7.39
Third Quartile	-	-	-	9.46	-	-	-	-	-	8.71
1983 Median	8.25	5.08	7.41	7.13	8.50	7.92	7.38	9.75	UNDER 5.00	7.34
MISCELLANEOUS JOBS (55-56)										
55. General Hand Labor Trainee	103	5112	463	27524	21	165	353	22	226	45959
First Quartile	5.97	UNDER 5.00	5.06	6.04	-	5.56	UNDER 5.00	-	UNDER 5.00	5.25
Median	6.81	7.85	5.55	6.73	UNDER 5.00	6.78	UNDER 5.00	9.00	7.28	6.17
Third Quartile	6.93	8.72	6.10	7.66	-	7.80	UNDER 5.00	-	7.45	7.38
1983 Median	6.06	5.16	5.00	7.79	6.13	5.35	UNDER 5.00	UNDER 5.00	5.78	5.69
56. Porter-Janitor, etc.	2011	2414	1210	12750	136	3412	267	104	2011	286125
First Quartile	5.28	5.51	UNDER 5.00	5.95	5.69	5.84	UNDER 5.00	5.31	UNDER 5.00	5.24
Median	6.68	5.70	5.33	7.13	6.06	7.29	5.55	6.06	5.00	6.42
Third Quartile	7.88	5.89	5.90	7.72	6.62	7.47	5.69	6.84	6.17	7.66
1983 Median	6.37	5.53	5.21	7.02	5.63	5.60	6.53	6.13	UNDER 5.00	6.14

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SPI LABOR SURVEY - SEPTEMBER 1984

SALARIED EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
1. Compression	64	157	-	5918	42	144	92	21	11	11039
First Quartile	-	1699	-	1467	-	1425	-	-	-	1473
Median	1400	1840	-	1692	1950	1575	1550	2400	2050	1756
Third	-	2150	-	1963	-	2113	-	-	-	2005
1983 Median	UNDER 1400	1783	1483	1790	-	1650	2050	-	2400	1719
2. Injection	2210	248	368	15934	155	4511	114	155	177	34492
First Quartile	1475	1725	1614	1540	UNDER 1400	2013	1675	1867	1550	1606
Median	1750	2375	1719	1785	1899	2367	2050	2350	2050	1897
Third Quartile	3113	2588	1867	2119	2450	2550	3050	2750	2375	2359
1983 Median	1580	1888	1589	1890	2133	2020	1999	1875	2125	1889
3. Blow Molding	-	83	-	314	-	21	-	11	-	429
First Quartile	-	-	-	1686	-	-	-	-	-	1717
Median	-	2150	-	1999	-	1550	-	OVER 3200	-	2023
Third Quartile	-	-	-	2089	-	-	-	-	-	2150
1983 Median	1933	2183	2050	1950	1650	1950	2500	-	2900	1964
4. Extrusion	164	184	194	7621	41	167	113	41	71	17146
First Quartile	2056	1575	1667	1953	-	1931	1950	-	-	1870
Median	2163	1838	1799	2156	2400	2038	2250	2050	2167	2055
Third Quartile	2369	1975	2099	2525	-	2188	2499	-	-	2328
1983 Median	1827	1738	1775	1941	2230	1960	2025	2150	2467	1866
5. Reinforced	-	64	31	115	31	11	31	-	116	3819
First Quartile	-	-	-	1750	-	-	-	-	2050	1738
Median	-	1599	1450	1799	1899	2450	2350	-	2199	2033
Third Quartile	-	-	-	1950	-	-	-	-	2599	2350
1983 Median	-	1650	1400	1950	-	1850	2350	UNDER 1400	2099	2017
6. Thermoforming	-	194	62	298	-	62	33	11	-	6420
First Quartile	-	1875	-	1950	-	-	-	-	-	1800
Median	-	2020	1783	2120	-	1950	1650	2550	-	2030
Third Quartile	-	2350	-	2383	-	-	-	-	-	2333
1983 Median	1950	1825	1679	1950	1850	1750	1599	2550	-	1900
7. EPS Foam	11	63	184	176	-	72	147	11	63	7027
First Quartile	-	-	1625	1775	-	-	1788	-	-	1658
Median	2050	1800	1681	1929	-	1625	1858	2450	2000	1820
Third Quartile	-	-	1765	2025	-	-	2025	-	-	1955
1983 Median	1650	1600	1650	1850	-	2550	1600	1850	2350	1805

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SRI LABOR SURVEY - SEPTEMBER 1984

SALARIED EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
8. Finishing	43	54	102	7825	32	54	32	-	11	10943
First Quartile	-	-	1538	1723	-	-	-	-	-	1688
Median	1600	1867	1775	1904	2117	1999	1750	-	2050	1871
Third Quartile	-	-	1925	2059	-	-	-	-	-	2043
1983 Median	1400	1650	1467	1875	2733	2325	1400	1567	1850	1853
9. Fabrication	-	198	43	158	-	84	75	22	11	5631
First Quartile	-	1650	-	2050	-	-	-	-	-	1667
Median	-	1780	1500	2133	-	2025	1750	2100	2050	2018
Third Quartile	-	2150	-	2350	-	-	-	-	-	2183
1983 Median	1950	1799	1625	2250	-	2050	2299	UNDER 1400	-	1950
10. Inspection	75	1811	97	5047	44	1412	109	54	86	125105
First Quartile	-	1475	-	1488	-	1838	1743	-	-	1595
Median	1750	1850	1650	1792	1750	1983	1900	1550	2100	1800
Third Quartile	-	2267	-	2135	-	2325	2525	-	-	2132
1983 Median	1675	2050	1475	1820	1699	1764	2199	1850	2450	1820
11. Shipping & Receiving	65	2217	117	7046	11	1210	159	43	87	149105
First Quartile	-	1669	1750	1688	-	1838	1733	-	-	1681
Median	2100	1988	1899	1972	1650	2050	1850	1950	1900	1959
Third Quartile	-	2263	2199	2104	-	2375	2150	-	-	2150
1983 Median	1625	1650	1683	1963	2050	1850	1975	2000	1750	1875
12. Maintenance	65	1815	77	8153	11	1411	1610	53	98	157113
First Quartile	-	1988	-	1931	-	2115	2006	-	-	1947
Median	2350	2075	1899	2164	1650	2190	2117	2400	2450	2159
Third Quartile	-	2413	-	2345	-	2725	2475	-	-	2380
1983 Median	2325	1933	1850	2094	2499	2099	2099	1750	2450	2098
13. Tool Room	22	129	54	4329	11	87	44	32	44	8262
First Quartile	-	2125	-	1850	-	-	-	-	-	1967
Median	2300	2517	2050	2199	2350	2900	3150	2450	OVER 3200	2329
Third Quartile	-	2738	-	2386	-	-	-	-	-	2720
1983 Median	2550	2050	1850	2213	2300	2599	2699	2650	OVER 3200	2283

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LIST OF PARTICIPANTS

A

Accent Plastics Inc.
Fullerton, CA 92631

Advance Custom Molders, Inc.
Austin, TX 78754

Aim Packaging, Inc.
Port Clinton, OH 43452

Alamo Foam, Inc.
San Antonio, TX 78208

Allen Extruders,
Holland, MI 49423

Alma Plastics Company
Alma, MI 48801

American Can Company
Batavia, IL 60510

American Poly-Therm Co.
Sacramento, CA 95815

American Standard
Salem, OH 44460

American Vinyl Co.
Hialeah, FL 33014

Amoco Engineered Plastics Company
Englewood, CO 80112

Anaheim Custom Extruders
Anaheim, CA 92806

Arvron, Inc.
Grand Rapids, MI 49508

Astrofoam Molding Co.
Chatsworth, LA 91311

B

Glenn Beall Eng. Inc.
Gurnee, IL 60031

Bemis Manufacturing Co.
Sheboygan Falls, WI 53085

Big Valley Plastics, Inc.
Sumner, WA 98390

Bixby International Corp.
Newburyport, MA 01950

Blako Industries, Inc.
Dunbridge, OH 43414

Bunnell Plastics, Inc.
Mickleton, NJ 08056

Butler Manufacturing Co.
Grandview, MO 64030

C

C & E Enterprises
Memphis, TN 38134

Cacoosing Industries
Sinking Spring, PA 19608

Capistrano Plastics, Inc.
San Juan Capistrano, CA 92675

Cardinal Fibreglass Ind.
Perth Amboy, NJ 08862

Cashiers Structural Foam
Cashiers, NC 28717

The Ceilcote Co.
Berea, OH 44017

Cellofoam/Southeastern
Conyer, GA 30207

Celpro, Inc.
Kent, WA 98031

Century Plastics, Inc.
Compton, CA 90221

Chicago Molded Products, Corp.
Park Ridge, IL 60068

Chili Plastics, Inc.
Rochester, N.Y. 14624

Clairson Industries Corp.
Ocala, FL 32674

Clearplass Containers, Inc.
Lyons, NY 14489

Colgate Plastics Corp.
Buffalo, NY 14220

Colt's Plastics Co., Inc.
Dayville, CT 06241

Component Technology Corp.
Erie, PA 16505

Composite Technologies
Troy, MI 48084

Container Corp. of America
Wilmington, DE 19899

Crane Plastics, Inc.
Columbus, OH 43216

Creative Pultrusions, Inc.
Alum Bank, PA 15521

Crescent Plastics, Inc.
Evansville, IN 47711

Crosby Manufacturing Co.
Crosby, MN 56441

Crown Fiberglass
Orrville, OH 44666

Clyclops Corp: Tex-Tube Div.
Houston, TX 77270

LIST OF PARTICIPANTS

D

Dana Molded Products
Arlington Heights, IL 60006

DeKalb Molded Plastics
Butler, IN 46721

Dickmont Plastics Corp.
Stamford, CT 06902

Diemolding Corp.
Canastota, NY 13032

Dimco-Gray Company
Centerville, OH 45459

Dipak Manufacturing Co., Inc.
Westport, NY 12993

Durco
Dayton, OH 45414

E

EFP Corporation
Elkhart, IN 46516

EPS Molding, Inc.
Houston, TX 77026

Eastern Steel Barrel
Piscataway, NJ 08854

Charles B. Edwards & Co., Inc.
Minneapolis, MN 55428

Electro-General Plastics Corp.
Cleveland, OH 44120

Enduro Fiber Glass Systems
Houston, TX 77001

Evart Products Co.
Evart, MI 49631

F

Fabri-Kal Corporation
Kalamazoo, MI 49001

Ferland Mold Company
Hennersville, NC 27284

Fibergrate Corporation
Addison, TX 75001

Fibernetics
Compton, CA 90220

Filon Div., Sohio Chemical Co.
Hawthorne, CA 90250

Fleck Co., Inc.
Auburn, WA 98002

Foam Plastic of New England
Prospect, CT 06712

Form Pac Corp.
Sandusky, OH 44870

Freight Container Corp.
Oxnard, CA 93030

G

Gage Industries, Inc.
Lake Oswego, OR 97034

Garfield Molding Co., Inc.
Garfield, NJ 07026

General Industries Co.
Elyria, OH 44036

General Marble Corporation
Rancho Cucamonga, CA 91730

Gerberit Mfg. Inc.
Michigan City, IN 46360

Gillette
Boston, MA 02106

The Glastic Company
South Euclid, OH 44121

Gott Corporation
Winfield, KS 67156

Greenstreak Plastics Prods.
Div. Western Textile
St. Louis, MO 63122

Grohen Tool & Die Company
San Leandro, CA 94577

H

Hartwell Special Prods. Co.
Placentia, CA 92670

Harvey Hubbell Plastics Div.
Newtown, CT 06470

Hasbrouk Plastics, Inc.
Hamburg, NY 14075

Haysite Reinforced Plastics
Erie, PA 16509

Highland Plastics, Inc.
Pasadena, CA 91103

Hoffer Plastics
South Elgin, IL 60177

Huron Plastics, Inc.
St. Clair, MI 48079

LIST OF PARTICIPANTS

I

Impact Extrusions, Inc.
Grand Prairie, TX 75051

Industrial Models, Inc.
Hollister, CA 95023

Industrial Molding Corp.
Torrance, CA 90504

Ingress-Plastene
Crawfordsville, IN 47933

Insulated Building Systems, Inc.
McLean, VA 22102

ITT Thermotech Division
Hopkins, MN 55343

J

Jet/Plastica Industries, Inc.
Hatfield, PA 19440

S.C. Johnson & Son
Racine, WI 53403

Justin Fiberglass
Georgetown, DE 19947

K

Kaysun Plastics, Inc.
Manitowoc, WI 54220

King Plastics
Orange, CA 92667

Koller Craft - Plastic Probe Inc.
Fenton, MO 63026

Kuhn & Jacobs
Trenton, NJ 08650

Kurz-Kasch, Inc.
Dayton, OH 45439

Kusan Mfg. Co.
Nashville, TN 37212

L

L.B. Plastics, Inc.
Mooresville, NC 28115

Lauderdale Components, Inc.
Ft. Lauderdale, FL 33309

Leigh Ind. Inc.
Jefferson, OH 44047

Lenco Company
Waverly, NE 68462

Leon Plastics
Grand Rapids, MI 49501

Lind Plastic Products, Inc.
Chicago, IL 60645

Lord Corporation
Erie, PA 16514

Lunn Industries, Inc.
Wyandanch, NY 11798

M

Majors, Inc.
Omaha, NE 68127

Mankato Corporation
Mankato, MN 56001

Maryland Plastics, Inc.
Federalsburg, MD 21632

Master Molded Products Corp.
Elgin, IL 60120

Mastic Corporation
South Bend, IN 46624

Mayfair Plastics
Carson, CA 90745

Mayfair Molded Products Corp.
Schiller Park, IL 60176

Maynard Plastics
Salem, MA 01970

Medical Plastics, Inc.
Santa Ana, CA 92705

Menasha Corp.
Neenah, WI 54956

Micro Molding Company, Inc.
Ft. Worth, TX 76117

Modern Industrial Plastics
Dayton, OH 45414

Molded Container Corp.
Portland, OR 97202

Molded Fiber Glass
Ashtabula, OH 44004

Moldex, Inc.
Putnam, CT 06260

Moldtronics, Inc.
Downers Gove, IL 60605

Morrison Molded Fiber Glass Co.
Bristol, VA 24203

N

NVF Company
Willow Grove, PA 19090

National Plastics Corporation
Fort Wayne, IN 46825

Neward Enterprises
Cucamonga, CA 91730

P

Pacific Allied Products
Ewa Beach, HI 96706

Phoenix Plastics, Inc.
Culver City, CA 90230

Plano Molding Company
Plano, IL 60545

Plastic Enterprises Co., Inc.
Independence, MO 64051

Plastic Industries
Athens, TN 37303

Plastic Ingenuity
Cross Plains, WI 53528

Plastic Moldings Corp.
Cincinnati, OH 45214

Plastics Products Co., Inc.
Lindstrom, MN 55045

Plastics Gearing Tech, Inc.
Manchester, CT 06040

Plastics, Inc.
St. Paul, MN 55164

Plastics Mfg. Co.
Dauds, TX 75224

Plastics Research Corp.,
Cerritos, CA 90701

Plexco
Franklin Park, IL 60131

PolyFoam Inc.
Lester Prairie, MN 55354

Polyfoam Packers Corp.
Wheeling, IL 60090

Portage Industries Corp.
Portage, WI 53901

Portion Packaging Inc.
Trevose, PA 19047

Precision Custom Prods. Inc.
DeGraff, OH 43318

Precision Southeast, Inc.
Myrtle Beach, SC 29577

Prent Corp.
Jamesville, WI 53547

Primex Plastics Corp.
Carson, CA 90749

Productive Plastics
Mt. Laurel, NJ 08054

Profile Extrusions Co.
Hastings, MN 55033

Progressive Plastics, Inc.
Cleveland, OH 44135

Puget Corporation of Oregon
Portland, OR 97223

Q

Quality Plastics
Newberg, OR 97132

R

Rakar, Inc.
W. Los Angeles, CA 90025

Recto Molded Products, Inc.
Cincinnati, OH 45209

Regal Plastics Co.
Kansas City, MO 64127

Reliable Recyclers, Inc
Lancaster, PA 17601

Resistoflex Co.
Roseland, NJ 07068

Richmond Plastic, Inc.
Richmond, VA 23235

Robin II Inc.
Markeson, WI 53946

Rockwell-Plastics
Troy, MI 48084

Romeo Rim, Inc.
Romeo, MI 48065

Rostone Division of Allen-Bradley
Lafayette, IN 47905

Russell-Stanley Corp.
Red Bank, NJ 07701

S

Sandusky Plastics, Inc.
Sandusky, OH 44870

Seaquist Plastics
Mukwonago, WI 53149

Shamrock Industries, Inc.
Minneapolis, MN 55411

Shore Plastics, Inc.
Freeport, NY 11520

The Snow Corporation
Ft. Worth, TX 76107

South Bend Plastics, Inc.
Mishawake, IN 46545

Southern Plastic Mold Inc.
Anaheim, CA 92806

Southern Plastics Company
Columbia, SC 29202

Specialty Plastics, Inc.
Baton Rouge, LA 70898

Spir-it Inc.
Wakefield, MA 01880

The Spiratex Company
Dearborn, MI 48124

Spokane Pres-To-Log Co., Inc.
Spokane, Washington 99216

Stonewill Plastics, Inc.
Mineola. NY 11501

Storopack Inc.
Cincinnati, OH 45246

Structurlite Plastics Corp.
Hebron, OH 43025

Styrex Industries, Inc.
High Point, NC 27262

Styro-Molders Corporation
Colorado Springs, CO 80907

Sunbeam Plastics
Evansville, IN 47711

Surf Chemical, Inc.
Hackettstown, NJ 07840

T

Techform, Inc.
Mt. Airy, NC 27030

TechPlastics, Inc.
West Chicago, IL 60185

Teel Plastics Co., Inc.
Baraboo, WI 53913

Teleflex, Inc.
Jaffrey, NH 03452

Tempress, Inc.
Seattle, WA 98108

Tetra Plastics, Inc.
Chesterfield, MO 63017

Therma Foam, Inc.
Fort Worth, TX 76106

Thompson Industries
Phoenix, AZ 85034

Tigerflex Corp.
Elk Grove Village, IL 60007

Tool Chemical Co., Inc.
Ferndale, MI 48220

Toyad Corporation
Latrobi, PA 15650

Trans Plastics, Inc.
Conneaut, OH 44030

Trend Plastics
San Jose, CA 95131

Tri-City Plastics, Inc.
Midland, MI 48640

Trio Products, Inc.
Elyria, OH 44036

U

UC Industries
Parsippany, NJ 07054

Universal Plastic Mold
Baldwin Park, CA 91706

V

Van Norman Molding Co.
Bridgeview, IL 60455

Veri-Nu Products Corporation
South El Monte, CA 91733

Vermont Plastics, Inc.
Montpelier, VT 05602

Vinyl Plastics, Inc.
Sheboygan, WI 53081

W

Waterbury Companies, Inc.
Waterbury, CT 06720

Web Plastics Company
Richwood, OH 43344

R.D. Werner Co., Inc.
Franklin Park, IL 60131

William Plastics, Inc.
Arlington Heights, IL 60004

Winzen International Inc.
Sulphur Springs, TX 75482

Witt Plastics, Inc.
Greenville, OH 45331

The Society of the
Plastics Industry, Inc.

355 Lexington Avenue
New York, New York 10017
(212) 503-0600

JOB DESCRIPTIONS FOR PLASTICS MANUFACTURING PLANTS

These revised descriptions have been prepared under the direction of the SPI Financial Management Committee. They are provided to indicate examples of typical work requirements in plants engaged in blow molding, compression molding, injection molding, extrusion, and reinforced plastics. The job descriptions are not intended and should not be used to restrict an employee to only one category of work. These are composite job descriptions based on individual classifications received from many manufacturing pl: nts. The qualifications of the individual for the jobs listed are not shown.

SEPTEMBER 1984

Supercedes September 1983 Job Descriptions

MOLDING AND EXTRUSION

1. **WORKING FORMAN (Hourly Paid Supervisors)** – *Columns, 1, 2, 3, 11, 15, 22, and 28
   Supervises, instructs, directs and trains Molding department personnel in the proper performance of their duties. Sets and adjusts operating conditions. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Other duties might include routine equipment maintenance, giving relief and lunch breaks, supplying material to the press, housekeeping and performing duties of lower molding classifications, as required.

2. **SETUP MAIN AND/OR TROUBLE SHOOTER** — Columns 4, 12, 16 and 23
   Sets up molds in presses so that presses are ready for production when setup is completed. Removes mold and auxiliary equipment from press, sets next mold, locates and fastens on press, sets ejection, sets and adjusts to prescribed stroke, changing piping as required. Sets and adjusts machine controls. Sets up and prepares auxiliary equipment such as insert loaders, material loaders, shrink frames, pre-heaters, finishing tools and checks operation of press. Operates under detailed instructions and specifications but requires considerable ingenuity to improvise and adapt when necessary. May instruct trainees who assist him in mold and equipment changes and setups.

   Works closely with shift foreman and is capable of assuming temporary supervisory responsibilities in the absence of the foreman. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Sets and periodically adjusts machines operating conditions. May perform routine maintenance, give breaks, fill hoppers or set molds as required.

3. **MACHINE OPERATOR (Injection, Compression, Blow Molding)** — Columns 5, 7, 8 and 24.
   Operates under close supervision of foreman in handling molded parts from a machine. Usual duties may include removing parts from the press, loading inserts in the mold, removing inserts from the part, inspection, de-gating, grinding runners and inspecting parts, removing flash and performing a variety of minor finishing operations. May also pack finished parts, clean around press, fill hoppers and keep production and spoilage records.

   In general, employee in an "Operator" classification will *NOT* make machine or mold adjustments.

4. **COMPRESSION PREFORM MACHINE OPERATOR** — Column 6
   Sets up and adjusts a variety of dies in automatic preform machines to produce pills of proper weight, hardness and dimension. Maintains preform machines by lubrication, cleaning and adjustment. Determines need for die repair. Adjusts dies and machines to maintain proper quality. Works under some supervision. Keeps production records.

5. **FLOOR MAN (Floor Boy)** — Column 10
   Handles raw materials in production departments. Moves resin and color to proper press, mixes colors, fills hoppers. Locates and sets up shipping container, labels and cartons. May weigh bulk packaged items, grind or otherwise dispose of rejected parts, give breaks or clean up around press. Also may keep inventory records, sample material for testing supply operators with necessary tools, gloves, fixtures etc. as needs dictate. In smaller plants may handle the receipt and orderly warehouse storage of raw materials.

6. **MATERIAL MAN** — Columns 9, 14, 27 and 36
   In charge of all raw material warehousing. Sees that materials needed for daily production are set out in proper areas and available to production department. Mixes, blends or colors raw materials as required. Returns unused raw material to proper location in warehouse.

7. **EXTRUSION OPERATOR** — Column 13.
   Sets up and operates dies, extrusion machines, and auxiliary equipment on any type of die with a little or some supervision. Requires ability to vary prescribed operating conditions as necessary to produce quality parts. Works with a variety of extrusion materials. Changes and adjusts operating conditions such as heat, pressure, screw and conveyor speed, and cooling system to maintain proper quality. Fills hopper and lubricates and cleans machines. Keeps production records.

8. **REINFORCED PLASTICS OPERATOR** — Column 17.
   Operates molds and equipment used in molding reinforced plastics. Prepares molding equipment for operation. May prepare reinforcing medium and resin for molding. Loads reinforcing medium and resin or premix charges of prescribed amount into molding equipment. Carries out prescribed molding cycles. Makes minor adjustments to equipment, charge and/or cycle to obtain a quality product. Unloads part from molding equipment. May also perform finishing operations such as trimming, sawing, sanding, drilling etc. Keeps production records.

9. **REINFORCED FIBERGLASS PREFORM MACHINE OPERATOR** — Column 18.
   Operates preform machine after setups are completed. Loads materials to machine. Removes preforms from forming machines and transfers same to drying oven. May also operate automatic preform equipment with integral ovens. Checks weight and uniformity of preform periodically and makes adjustments to feed and spray mechanisms. Removes preforms from oven and inspects. Works under supervision. Keeps production records.

10. **REINFORCED PLASTICS FABRICATOR** — Column 19.
    Fabricator operates a variety of small and power tools to lay out and fabricate components and structures. May operate spray-up equipment in applying reinforcing material and resin to molds or alternately use hand lay-up techniques. Works from blueprints or follows prescribed procedures. May perform finishing operations.

11. **REINFORCED PLASTICS PULTRUDER OPERATOR** — Column 20.
    Pultruder operator sets up and operates pultrusion machine which draws continuous glass strands through resin bath, gathering device and dielectric preheat unit which provides heat throughout the operation and then through a heated die to complete the cure of the desired shape. Operator cuts shape to desired lengths from the continuous process.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 46

12. **REINFORCED PLASTICS FILAMENT WINDER OPERATOR** — Column 21.
Sets up and operates a filament winding machine in which continuous strands or bands of reinforcing material are drawn through a resin bath and wound on to a mandrel (mold), from a traversing carriage which passes from end to end of the mandrel. Checks band lay-out and width during operation. Removes excess resin and air from resin with rollers, cures and cuts product to desired length.

EPS FOAM

13. **FOAM SHOP OPERATOR** — Column 25.
Sets up and operates molding equipment, wire cutters, and all fabricating equipment. Responsible for all billet cutting.

14. **MOLD OPERATOR** — Column 26.
Sets up and operates pre-expanders and molds, establishes cycles, maintains records, and performs minor maintenance on machine. Responsible for producing and packing a quality part.

FINISHING

15. **FINISHER—GENERAL** — Column 29.
Operates a variety of small hand and bench tools to remove flash, clean holes, polish edges, drill and tap holes, remove gates, etc. Performs a variety of simple hand operations such as painting, wiping, assembling, scraping, filling. Equipment includes files, scrapers, drill presses, sanding machines, bench lathes, etc. Follows prescribed methods under supervision. Inspects and gauges parts as prescribed. Makes simple tool changes. May select, count, bulk pack, wrap parts of assemblies. Keeps production records.

16. **PAINTER & SPRAYER** — Column 30.
Operates spray painting equipment in the coating of plastic parts with a variety of finishes. Adjusts air pressure and nozzle to provide proper quality. May operate with fixtures, jigs, masks as required. Cleans equipment. Inspects work and changes operating conditions to maintain quality. Follows prescribed methods with some supervision. Keeps production records.

17. **BUFFING OPERATOR** — Column 31.
Performs polishing and buffing operations on a variety of molded parts to remove rough edges, file marks, scratches, etc. and to provide required finish. Makes up and changes wheels and applies proper compound. Follows specific instructions but uses care and some judgment to manipulate work to meet quality requirements. Operates under supervision. Keeps production records.

18. **TUMBLING OPERATOR** — Column 32.
Operates one or more tumbling barrels or wheelabrators to remove flash from molded parts. Loads parts and wood pegs, balls, sawdust and abrasive or polishing material into barrel. Operates barrels at prescribed speeds and for proper cycle. Removes parts, separating them from tumbling materials. Avoids mixing parts. Moves materials to and from tumbling area. Operates under detailed instructions. Keeps production records.

19. **SETUP MAN—FINISHING & PAINTING** — Column 33.
Sets up and adjusts a variety of finishing equipment such as multiple spindle drill presses, multiple unit drill presses, tapping heads, attachments, and machines, lathes, sanding and polishing machines, shearing and punching equipment, painting, imprinting, buffing and grinding equipment. Sets up for hand operations such as filing, sanding and scraping. Checks for quality, or sets up and adjusts a variety of paint spraying, coating, and printing equipment. Prepares paints and other coatings to cover various types of plastics. Maintains and cleans equipment. Requires knowledge of paints, lacquers, thinners, oils, and related materials. Requires ability to match colors. Checks for quality. May instruct operators in proper methods.

FABRICATION

20. **MACHINE OPERATOR** — Column 34.
Operates such support equipment as punch press, rivetor, clincher, and drill press.

21. **ASSEMBLER** — Column 35.
Assembles components to produce production assemblies. May include some inspection bench work along with assembly.

INSPECTION

22. **CHIEF INSPECTOR (Working)** — Column 37.
Responsible for the interpretation and enforcement of quality standards as established by Standards Division. Directs and instructs the various inspectors assigned to the press and finishing sections. Analyzes complaints and rejections, determines the cause and initiates preventive measures, such as special inspection or, if necessary, stops production until corrective action has taken place. Responsible for special gauges and assists in the design of same. Instructs personnel in their proper use. Checks inter-plant rejects, die inspection reports and approves the acceptance of all inserts and accessories. Prepares statistical reports of the mold and subsequent operations.

23. **INSPECTOR** — Column 38.
Inspects and gauges a variety of molded, finished and assembled plastic parts. Checks for and diagnoses defects such as blisters, cracks, defective finish, excessive flash, missing or displaced inserts. Inspects and gauges finished parts for proper drilling and tapping, deflashing, polishing, assembling, and machining. May perform 100% inspection or statistical sampling as directed. Follows prescribed methods and utilizes equipment as directed. Refers questionable conditions to supervisors but works with a minimum of supervision. May perform finishing operations to correct rejected parts.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 46

SHIPPING AND RECEIVING

24. FOREMAN (Working) — Column 39.
Exercises overall supervision over operation of department to ship and receive materials and products. Responsible for receiving, checking and recording all incoming shipments. Responsible for proper and safe packing, economical and efficient routing, proper marking of shipments, preparation and inclusion of necessary packing slips and bills of lading. Responsible for working conditions, discipline, and morale in his department. Interprets and administers management policies and decisions. Responsible for accurate records.

25. SHIPPER—MATERIAL HANDLER — Column 40.
Moves raw materials and molded parts and packing materials to prescribed departments and locations. Uses hand and power trucks, hoists and other equipment. Loads and unloads trucks or freight cars. He may count, weigh and record when necessary.

26. PACKER — Column 41.
Selects, counts, bulk packs, or wraps parts or assemblies and other materials. Makes up cartons, seals and marks, inserts protective packing material. Trucks parts and packed cartons. Attaches and inserts packing slips, bills of lading, postage, as necessary. Wraps and crates shipments. May unpack and handle incoming shipments. Verifies shipments and receiving against packing slips and bills of lading. Keeps accurate production records.

27. TRUCK OPERATOR — Column 42.
Operates truck to transport raw materials, finished parts, and other materials between plant, warehouses, freight stations and other designated places. Loads and unloads truck. Prepares and checks necessary receipts, records and reports. Observes necessary safety precautions. May make minor repairs and performs minor maintenance on truck and other equipment.

28. CLERK — Column 43.
Receives incoming material, checking, counting, weighing to compare packing slips and bills of lading with purchase orders and requisitions. Records all incoming materials, reports shortages and damages, and routes materials and papers to proper destination. checks and records outgoing shipments. Prepares and uses proper packing slips and bills of lading. Addresses and routes shipments as directed. Maintains shipping and receiving records.

MAINTENANCE

29. FOREMAN (Working) — Column 44.
Exercises overall supervision over operation of department to maintain buildings and equipment in satisfactory condition, and makes repairs as necessary. Plans and operates preventive maintenance program. Responsible for plant utilities and power plant. Provides janitor service. May act as plant safety coordinator. Responsible for working conditions, discipline, and morale in department. Directs and trains junior supervisors and delegates responsibility and authority. Interorets and administers management policies and decisions.

30. MECHANIC — Column 45.
Keeps machinery, equipment and plant structure in operating condition. Maintains and installs piping, fittings, valves, gauges, traps, and all types of controls for high and low pressure hydraulic systems and steam and air lines. Performs carpentry and sheet metal work in fabricating and repairing benches, guards, boxes, trays, partitions, etc. Prepares locations and foundations. Lubricates machines and equipment and performs other plant maintenance work as required. Works under supervision.

31. ELECTRICIAN — Column 46.
Installs, maintains, repairs and adjusts a variety of electrical equipment such as motors, lighting circuits, power lines, fixtures, switches and controls. Performs routine maintenance and repairs on high frequency preheaters. Diagnoses and corrects difficulties to minimize production interruptions. Operates under supervision.

TOOLROOM

32. FOREMAN (Working) — Column 48.
Exercises overall supervision over operation of department to construct, alter, maintain and repair molds, dies, jigs and fixtures, tools and other equipment. Plans work of department to meet production schedules. Controls quality of work in Tool Room and indirectly in production departments. Responsible for working conditions, discipline, and morale in his department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

33. MACHINIST — Column 53.
Operates such equipment as lathes, grinders, milling machines, radial drill presses, shapers and planers.

MISCELLANEOUS

34. GENERAL HAND, LABOR TRAINEE — Columns 47 and 55.
Can be assigned to perform any task in manufacturing shop activities not covered by skilled classification; helper assigned to classified employee. Classified as General Labor or Trainee in Union Contract.

35. PORTER—JANITOR, etc. — Column 56.
Cleans, sweeps, scrubs, mops, and dusts factory areas and offices. Keeps rest rooms in order. Washes windows, sweeps sidewalks, shovels snow, cuts grass, maintains grounds. Removes scrap, waste material and performs other miscellaneous tasks. Works under specified routine or explicit direction.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 46

The Society of the
Plastics Industry, Inc.

SPI

LaborSurveyQuestionnaire

LABOR SURVEY NO. 46 (1984)
PLASTICS PROCESSING COMPANIES

Sponsored By: Financial Management Committee

EFFECTIVE DATE OF THIS SURVEY SEPTEMBER, 1984

PART ONE — INSTRUCTIONS

GENERAL

1. Carefully study the Job Titles and Descriptions enclosed BEFORE attempting to complete this questionnaire. These descriptions are general by necessity since no standard now exists. There is wide variation in job responsibilities according to company size and type of business as well as between geographical locations. Please use your best judgment.

2. Analyze each of your jobs. Determine the principal and primary characteristics of each job upon which the wage rate(s) for that job were established. Report all employees whose characteristics match the job description according to wage paid.

3. Do not report any employee whose job is so unusual or non-standard in your company as to distort the reporting schedule. Do not report part-time employees or other temporary personnel.

4. Average Hourly Rate is the same as the straight time hourly rates (Base Rate) paid exclusive of premium pay for overtime, weekend work, holidays, shift differentials, and incentives. Do not include bonus payments that are *NOT* part of regular earnings; e.g. Christmas bonus. Regularly recurring bonuses, such as production bonuses, should be included.

TURNOVER STATISTICS

"Turnover" is defined as the number of new employees hired to replace employees who have quit or been terminated, divided by the average permanent plant staffing for the year. A plant which started the year with 100 employees, then hired 50 employees as replacements during the year and ended the year with 100 employees had a 50% "Turnover". Do not include employees hired for temporary assignments such as vacation fill-ins, etc. See question 21 on page 6.

HOW TO REPORT

Report number of employees by plant for each job according to nearest Hourly Rate as of **September, 1984—the effective date of this survey.**

1. The horizontal lines crossing the vertical job columns are for inserting the number of employees being reported by the hourly rate paid for each job. Example: You pay five injection molders (job title col. "7") $6.00 hourly and four injection molders $6.15 hourly. Insert the figure "9" in vertical column "7" on horizontal line "G" ($6.00-$6.24). The same method applies to all jobs you report. Do not use check marks, X's or tally marks. Use Arabic (1,2,5,7, etc.) numerals only.

2. Add the number of employees vertically in each job column and place sum in "total" box at the bottom (last line). Add the number of employees horizontally by rate line and place sum in total column at the right of tabular form (last column). Cross-check your footings across and down to see that the totals are equal.

PREPARE SEPARATE QUESTIONNAIRES FOR EACH PLANT

Please complete a separate questionnaire for each establishment. An establishment (plant), for purposes of this survey, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

WHEN AND WHERE TO RETURN

This questionnaire is to be returned to Dr. Ernest Kurnow, Professor of Business Statistics, Graduate School of Business Administration, New York University, 100 Trinity Place, New York, N.Y. 10006 in the self-addressed envelope enclosed. Please return the completed questionnaire by September 30th, 1984. Retain one copy for your records.

FINAL REPORT

As in the past, the final industry report will automatically be made available to participants ***providing they have completed the enclosed Report Mailing Card.*** All figures of individual companies will be held in strict confidence.

Return not later than September 30, 1984

THE SOCIETY OF THE PLASTICS INDUSTRY, INC.
355 LEXINGTON AVENUE • NEW YORK, N.Y. 10017

PART TWO — NUMBER OF HO

PROCESS OR DEPARTMENT	MOLDING										EXTRUSION				REINFORCED PLASTICS							THERMO-FORMING			EPS FOA	
JOB TITLE	Foreman (comp. working)	Foreman (inj. working)	Foreman (blow-mold. working)	Set up Man - Troubleshooter	Compression Transfer Molding Operator	Compression Preform Molder	Injection Molding Operator	Blow Molding Operator	Material Man	Floor Man	Foreman (working)	Set up Man - Troubleshooter	Extrusion Operator	Material Man	Foreman (working)	Set up Man - Troubleshooter	Reinforced Plastics Operator	Reinforced Plastics Preform Operator	Reinforced Plastics Fabricator	Reinforced Plastics Fultruder Oper.	Reinforced Plastics Filament Winder Operator	Foreman (working)	Set up Man - Troubleshooter	Thermoforming Press Operator	Foam Shop Operator	Mold Operator
HOURLY RATE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
A Below $ 5.00																										
B 5.00 — 5.24																										
C 5.25 — 5.49																										
D 5.50 — 5.74																										
E 5.75 — 5.99																										
F 6.00 — 6.24																										
G 6.25 — 6.49																										
H 6.50 — 6.74																										
I 6.75 — 6.99																										
J 7.00 — 7.24																										
K 7.25 — 7.49																										
L 7.50 — 7.74																										
M 7.75 — 7.99																										
N 8.00 — 8.49																										
O 8.50 — 8.99																										
P 9.00 — 9.49																										
Q 9.50 — 9.99																										
R 10.00 — 10.49																										
S 10.50 — 10.99																										
T 11.00 — 11.49																										
U 11.50 — 11.99																										
V 12.00 — 12.49																										
W 12.50 — 12.99																										
X 13.00 & Over																										
TOTAL EMPLOYEES																										

Note: Please list other hourly positions to be included in future surveys: _____

LY EMPLOYEES BY JOB TITLE

FINISHING						FABRICATION			INSPEC-TION		SHIPPING & RECEIVING					MAINTENANCE				TOOL ROOM							MIS-CELLA-NEOUS		
Foreman (working)	Finisher - General	Painter and Sprayer	Buffing Operator	Tumbling Operator	Set up Man - Troubleshooter	Machine Operator	Assembler	Material Handler	Chief Inspector (working)	Inspector	Foreman (working)	Shipper-Material Handler	Packer	Truck Operator	Clerk	Foreman (working)	Mechanic	Electrician	Helper - Trainee	Foreman (working)	Mold Die Designer	Mold Maker/Lead Man	Mold Maker	Mold Repair Man	Machinist	Apprentice	General Hand, Labor Trainee	Porter-Janitor etc.	TOTAL HOURLY EMPLOYEES
28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	X

PART THREE — SALARIED EMPLOYEES														
JOB TITLE	FIRST LINE SUPERVISORS, FOREMAN													
PROCESS OR DEPARTMENT	MOLDING			EXTRUSION	REINFORCED	THERMOFORMING	EPS FOAM	FINISHING	FABRICATION	INSPECTION	SHIPPING & RECEIVING	MAINTENANCE	TOOL ROOM	TOTAL SALARIED EMPLOYEES
	COMPRESSION	INJECTION	BLOW MOLDING											
MONTHLY BASE SALARY EXCLUDING OVERTIME	1	2	3	4	5	6	7	8	9	10	11	12	13	X
A Under —$1,400														
B 1,400 — 1,499														
C 1,500 — 1,599														
D 1,600 — 1,699														
E 1,700 — 1,799														
F 1,800 — 1,899														
G 1,900 — 1,999														
H 2,000 — 2,099														
I 2,100 — 2,199														
J 2,200 — 2,299														
K 2,300 — 2,399														
L 2,400 — 2,499														
M 2,500 — 2,599														
N 2,600 — 2,699														
O 2,700 — 2,799														
P 2,800 — 2,899														
Q 2,900 — 2,999														
R 3,000 — 3,099														
S 3,100 — 3,199														
T 3,200 & Over														
TOTAL EMPLOYEES														

Refer to page 5 For Instructions Before Completing

INSTRUCTIONS FOR COMPLETING PART THREE ON SALARIED FIRST LINE SUPERVISORS (See page 4)

A. Report number of salaried supervisors whose characteristics match the job title according to ***monthly* base salary rate. Include all salaried first line supervisors paid weekly, semi-monthly or monthly. *Exclude working foremen who are paid on an hourly basis.***

B. If a supervisor is non-exempt (eligible for overtime), monthly earnings should reflect average salary ***including*** overtime earnings.

C. Include supervisors who have combined shift and overall departmental responsibilities. Do not include general foremen having no shift responsibility.

D. Do not include compensation, such as profit sharing, Christmas bonus, etc. that are *NOT* part of regular earnings.

E. After completing Part Three on page 4, would you please answer the following questions:

1. Do you pay a Christmas Bonus to Salaried First Line Supervisors?
   ☐ Yes ☐ No
   If yes, on what basis? (Briefly explain) _____

2. Do you have profit sharing or other incentive bonus plans for Salaried First Line Supervisors?
   ☐ Yes ☐ No
   If yes, briefly describe the type and how paid. _____

3. Do you pay overtime to Shift Supervisors?
   ☐ Yes ☐ No
   If yes, on what basis? (Briefly explain) _____

PART FOUR — IDENTIFYING AND COROLLARY INFORMATION

Please answer on the basis of your plastics operation only.

A. PLANT & SHIFT STATISTICS

1. Number of *hourly* employees in this plant. _____

2. Number of hours this plant operates each week.
   (includes all shifts) _____ Hours

3. Do you allow hourly employees daily rest periods?
   ☐ Yes ☐ No.
   If yes, how many minutes per period? _____ Minutes
   How many periods per shift? _____

4. Do you pay piece work to molders and finishers?
   Molders: ☐ Yes ☐ No
   Finishers: ☐ Yes ☐ No

5. How many shifts do you run?
   ☐ One ☐ Two ☐ Three

6. How many hours in each shift? _____ Hours

7. Do you rotate shifts? ☐ Yes ☐ No

8. Do you pay shift premiums? ☐ Yes ☐ No
   If yes, how do you pay shift premiums?

	Cents Per Hour	% of Hourly Rate
Afternoon	_____	_____
Midnight	_____	_____

B. TYPE OF PROCESSOR

For purposes of special classification and more meaningful detail, please check the nature of your plastics processing business—

1. Type of business.
   ☐ Custom Processor
   ☐ Proprietary Processor
   ☐ Captive Processor

2. Type of processing:
   ☐ Blow Molding
   ☐ Compression/Transfer Molding
   ☐ Calendering
   ☐ Casting
   ☐ Coating
   ☐ Extrusion
   ☐ Fabricating
   ☐ Foam Processing
   ☐ Injection Molding
   ☐ Laminating
   ☐ Reaction Injection Molding (RIM)
   ☐ Reinforced
   ☐ Rotational Molding
   ☐ Thermoforming
   ☐ Other (Describe) _____

B. UNION STATISTICS

10. Is your shop unionized? ☐ Yes ☐ No
If unionized, give full name of union.
(Example: United Auto Workers, Glass Bottle Blowers, etc.)

_____

11. What is the length of your present contract?

_____

12. When does your present contract expire? (Date)

_____

13. Does your present contract contain a wage reopener clause? ☐ Yes ☐ No

14. Does your present contract provide for cost-of-living increases? ☐ Yes ☐ No
If yes, please explain briefly: _____

_____

C. VACATIONS, BONUS AND HOLIDAY STATISTICS FOR HOURLY EMPLOYEES

15. Which of the following comes closest to your vacation policy? (One check per line)

LENGTH OF VACATION	MINIMUM LENGTH OF SERVICE REQUIRED					
	1 Year	2 Years	3 Years	5 Years	10 Years	OVER 10 YEARS (SPECIFY)
1 Week						
2 Weeks						
3 Weeks						
4 Weeks						
Over 4 Weeks						

16. Did you pay hourly employees a Christmas (or other special) bonus in 1983? ☐ Yes ☐ No
If yes, to what extent?
☐ Less than one week's earnings
☐ One week's earnings
☐ Two week's earnings
☐ Other (Describe): _____

_____

17. How many paid holidays do you give in a year _____ (number)?

18. If you have a specific paid sick day policy, how many days per year _____ or days per year of service _____ are company paid?

19. Does your company have a paid lunch period in 1984? ☐ Yes ☐ No
If yes, how long _____ (in minutes)?

20. Regarding hourly employees, do you provide for (Place one check ✓ in each column)—

How Paid	Group Life Insurance	Dental	Medical Plans				Income Protection or Wage Indemnity Sickness & Accident	Pension Plan	Profit Sharing
			Basic		Major				
			Employee	Dependents	Employee	Dependents			
Paid by Co. in Full									
Co. and employee share									
Paid by employee in full									
No provisions for									

D. TURNOVER STATISTICS (Refer to page 1 for instructions)

21. What was your hourly employee percentage turnover for most recent calendar or fiscal year _____ %

E. FRINGE BENEFITS—HOURLY EMPLOYEES ONLY

22. What was the average percentage of company paid fringe benefits to average hourly earnings for each of the following (Give percent to nearest tenth) for the most recent calendar or fiscal year:

_____ F.I.C.A.
_____ State Unemployment Comp.
_____ Federal Unemployment Comp.
_____ Overtime Premium
_____ Paid Vacations
_____ Workmen's Comp.
_____ Paid Holidays
_____ Paid Sick Days
_____ Paid Funeral & Jury Duty Leave
_____ Christmas Bonus (Or Gifts)
_____ Paid Lunch Rest Periods
_____ Paid Health & Insurance Plans
_____ Shift Differential
_____ Pension Plan
_____ Profit Sharing
_____ Other (Describe) _____
_____
_____ **Total Paid Fringe Benefits**